REPORT RESUMES

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MIGRANT LIFE EDUCATION COMPONENT.
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THE 20,000 AGRICULTURAL MIGRANTS WHO CONVERGE ON NEW JERSEY EACH SUMMER LIVE IN 2,000 LABOR CAMPS. THESE PEOPLE ARE IN POOR HEALTH AND LIVE IN HOUSING WHICH IS SUBSTANDARD. TO ALLEVIATE THIS SITUATION, THE MIGRANT LIFE EDUCATION PROGRAM WAS ORGANIZED IN THE SUMMER OF 1965 BY THE NEW JERSEY STATE DEPARTMENT OF HEALTH, AND HAD THE FOLLOWING OBJECTIVES--(1) REDUCTION OF PREVENTABLE ILLNESSES, (2) PROVISION FOR A HEALTH EDUCATION PROGRAM ON SANITATION, (3) PROVISION FOR CONSUMER EDUCATION FOR MIGRANT HOMEMAKERS, (4) PROVISION FOR PHYSICAL HEALTH ACTIVITIES AND OTHER RECREATION, AND (5) AROUSAL OF INTEREST IN CREW LEADERS AND FARMERS FOR THE HEALTH PROGRAM. TO ACCOMPLISH THESE OBJECTIVES, A STAFF WAS EMPLOYED WHICH INCLUDED A HEALTH EDUCATOR, A REHABILITATION COUNSELOR, AND TEMPORARY PERSONNEL AT FIELD SUPERVISORY AND SERVICE LEVELS. FROM THE MIGRANT RESIDENTS, 28 HEALTH AIDES WERE EMPLOYED TO WORK DIRECTLY WITH THE MIGRANTS. AN EVALUATION OF EACH FACET OF THE PROGRAM IS PRESENTED IN THIS DOCUMENT AND RECOMMENDATIONS ARE MADE FOR CONTINUATION OF THE PROJECT. (ES)

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NEW JERSEY STATE DEPARTMENT OF HEALTH

MIGRANT LIFE EDUCATION COMPONENT

supported by

MIGRANT OPPORTUNITY PROGRAM
NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY

1965

ALFRED M. POTTS, 2d

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NEW JERSEY STATE DEPARTMENT OF HEALTH

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FOREWORD

This report is being prepared and presented with full reflection upon the dirt, disability, degradation and discouragement of experience in the migrant camps of New Jersey.

In past years, the new attempts to advance program ideas have been small. The lessons learned have been painful and the progress achieved has been slow; in some instances, almost microscopic. In like fashion the successes and the failures have been small. In the summer of 1965 the Economic Opportunities Act provided the financial means to attempt new approaches, to explore, to test and to refine ideas for future action.

The struggle for change and improvement cannot exist without conflict. Differences of opinion and struggle were expected. Conflict was expected between members of the staff, between the staff and the farmers, between the staff and community agencies and possibly between the staff and the migrants. If there had been no conflict, if there had been no controversy, then the minds that were selected to attack this problem would have truly failed.

In evaluating a project, one can measure the amount of effort expended, the effects achieved and the method by which the effects were accomplished. In this report, we are not interested in measuring the amount of effort, the miles driven, the hours worked, the people seen, and the camps visited. Rather, we are interested in the effect of the work and how it was done.

This report is written as a chapter in the interesting experience of evolving migrant services in a state which should not tolerate the working conditions under which agricultural workers harvest our bountiful crops.

BACKGROUND

The New Jersey State Department of Health has served migrant agricultural workers since 1938. Subsequent to the Migrant Labor Act of 1945, it has tried in one way or another to enhance the health and welfare of the workers.

A broadened health service initiated in 1958 strove to unearth and understand many of the deep seated health problems afflicting migrant workers. An infant hospitalized with tuberculous meningitis in a community hospital at enormous cost led to an expanding search for tuberculosis among migrant workers. In another year, a worker dying with tuberculosis, hospitalized in a community hospital and transferred to the state sanatorium after overcoming opposition, led to a more efficient plan and stimulated a study of the extent of hospitalization of migrant workers and its cost.

A survey of the immunization status of children and adults led to the unbelievable conclusion that most were not protected by commonly accepted immunizations and the development of an aggressive immunization program in the camps.

The repeated instances of unmet medical needs that could be handled at the clinic or in a private physician's office led to the involvement of hospital clinics and physicians in more extensive medical care of migrants.

The recognition that extensive areas served by migrant workers were without nursing services led to the gradual evolution of nursing services for the migrant agricultural worker, and the stimulation of community resources to supply this service under local leadership.

The recognition of the desperate social and economic plight of migrant agricultural workers in crisis led to the employment first of a social worker, then a contract with a national agency for a demonstration service, and finally, contracts with three community agencies to provide social service in the major areas using migrant workers in New Jersey.

The recognition of the bi-lingual nature of the migrant population in New Jersey led to the employment of bi-lingual personnel and the development of an agreement with the School of Tropical Medicine, University of Puerto Rico for the assignment of professional workers to New Jersey to assist in meeting the needs of the Spanish speaking migrant workers.

The recognition of difficulties in migrant camps associated with personal hygiene, sanitation and disease led to the study which revealed gross ignorance of all factors associated with disease.

The distribution of over 20,000 migrants in nearly 2,000 camps, scattered over approximately 60 per cent of the land mass of New Jersey, creates major logistic problems, if health services are to be made available to all. These facts led to the conclusion that the migrant population needed assistance in orienting toward a way of life that included improved understanding of disease and its relationship to living habits in the camp, sanitation of the environment and an increased capacity for self help in seeking and obtaining health services. A judgment was made that a well selected health aide in each camp, properly taught and motivated, could serve to advance knowledge of personal hygiene and camp sanitation by example and precept, and to advise local health agencies and services of illness in the camp.

It was anticipated that the health aide in the camp would require constant on-the-spot instruction and support in order to recognize the significance of many circumstances affecting personal health in the camp. Assistance and support was considered necessary also, if the health aide was to function actively in influencing the attitudes of the camp population, in aiding those with medical, social or financial needs, and in correcting sanitary deficiencies within the environments of the camp. It was recognized that provision of such support and assistance throughout the summer harvest would require a large force of personnel because of the dispersion of camps in eleven counties. The size of the force could only be established by trial; therefore, in the summer of 1964 a plan was formulated to employ two bi-lingual college students to provide assistance and support to health aides in ten carefully selected camps. There was no intention within this plan of paying the health aides, rather their own interest and willingness to participate was to be the prime selection factor.

CREATION OF THE PLAN

The advent of the Office of Economic Opportunity and the extent of support envisioned within its programs stimulated a re-evaluation of the observations made in migrant camps over several years. In addition to medical and health needs, it was apparent that the migrants and particularly their youth lacked many advantages involving education, recreation, athletics, homemaking and cultural opportunities. The question was asked many times---have the migrant kids, who travel the weary, unpleasant distance from Florida to New Jersey, ever obtained a glimpse of the heritage that exists within our abundant and historical state.

The evolution of the simple trial to a more complicated endeavor probing areas of homemaking, education, recreation, athletics and cultural experiences for migrants and their children was rapidly aided by the project writing assistance provided by the Office of Economic Opportunity. Here enthusiasm over-balanced the more conservative approach to program evolution and an ambitious program of summer effort was planned.

OBJECTIVES

The objectives of the Migrant Life Education Program were:

To reduce the number of preventable illnesses associated with low standards of housing and camp sanitation among the farm labor population of New Jersey.

To provide a health education program on sanitation for migrant farm labor groups by a method which will cause them to comprehend the reason for indicated changes in their sanitation practices and to modify their habits and practices accordingly.

To help the homemaker of the migrant agricultural worker manage the household finances and other resources to the best advantage to the family. To help utilize the time and energy spent on household chores for the best results.

To provide educational films specific to the need for the process of conveying the reasons for changes in practices to the migrant agricultural workers.

To provide physical health activities and other recreation on selected camp sites and at appropriate places; to promote a wholesome use of leisure time.

To raise the level of health knowledge among migrant farm labor groups and to help them know and use available community health and welfare resources.

To continue to use every opportunity to stimulate interest and knowledge and active participation of the permanent population in affairs concerning the health and welfare of the migrant workers.

To interest the farmer in the program and the advantages of it to him~~, through~~ improved practices in the use of facilities; to reduce tensions between farmer and crew where they exist.

To enlist the interest of the crew leader in the various components of this program.

METHOD OF OPERATION

The plan proposed to recruit from available resources a health educator, a rehabilitation counselor and a public relations man on an annual basis and temporary personnel at field supervisory and service levels.

The Migrant Life Education Program planned to implement its objectives by:

Selecting health aides from among the residents of the camp in consultation with the farmer and crew leader and all health disciplines on the staff, in accordance with criteria which included rapport with fellow workers, standards of cleanliness, intelligence and literacy.

Employ health aides for 14 hours per week in a manner consistent with the regular hours of farm work performed by the health aides, providing for increased health aide activity on days when there was no work and also for periods of peak demand for farm work when only emergencies could be given attention by the health aide.

Orienting and training the health aide in the Program Office, on field trips, and in his camp. The orientation was planned for four hours for four weeks by the various staff members who would be responsible for this program.

Motivating the health aide to equip and maintain his own living unit as a demonstration of the cleanliness which he is trying to teach to others.

Employing non-professional women, preferably former migrant workers, to work with about 30 families in improving household sanitation and home management under the supervision of a home economics teacher who would provide a leadership training course for the sanitation and home management aides.

Providing physical health education personnel to work in the camps to arouse interest in baseball, basketball and other team sports; to be responsible for a physical health education program for women; the development of a recreational program which may include field trips to other camps for competitive sports; and the organization of planned bus trips for cultural purposes, points of interest, such as the Statue of Liberty, the United Nations, the Liberty Bell, Washington Crossing and the beaches on the Atlantic seacoast.

Organizing an advisory committee whose membership would include migrant agricultural workers, crew leaders, farmers, town residents, physicians and if possible, the heads of the social work agencies, nursing and health education staffs.

Employing graduate and undergraduate college students to work with the aides at their camps; to provide orientation and instruction, and to serve the camps on the ratio of six camps per student.

GROUNDWORK FOR THE PROGRAM

In February and March prior to the approval of the Migrant Life Education Program, a series of discussions and organizational meetings were held in Cumberland, Gloucester and Salem Counties. At these meetings, colored slides showing migrant services and findings from a study conducted in the preceding summer precipitated discussion. Members of the boards of several United Funds, Kiwanis Clubs, local chapters of the League of Women Voters, the Salem County Medical Auxilliary and the Gloucester County Association of University Women all received information about the needs of migrant agricultural workers and expressed interest in support of services.

The interlocking nature of many organizations resulted in increased local dissemination of information.

In the early spring prior to the approval of the program, seven of the larger growers in Cumberland, Gloucester and Salem Counties, were persuaded to meet and discuss the proposed program and to suggest how the services of migrant workers could be enlisted in thirty camps. The farmers, a widow of a former migrant employer and a local physician, who provided medical care for migrant workers, were informed how the program would work and serve as a communication link between the farmer, the local community services and the migrant.

Only one farmer in the group flatly refused to go along with the plan and remained unconvinced throughout the summer.

A meeting of personnel who were working or had worked in the Migrant Health Program was held in April at Woodstown. The proposed plan was presented and the use of the health aide was discussed. The staff was requested to assist in the recruitment of health aides and local high school students. The Maternal and Child Health Public Health Nurse Consultant later submitted the names of a number of families whose children had attended the migrant schools for three or more consecutive years. It was thought that persons selected from this group with the aid of the farmers would provide a stable health aide staff with a potential for service in future years.

Since it was obvious that a headquarters was needed, a search for a site was started late in April. While various places were suggested, no adequate facility appeared available. The search was intensified after the program was approved and after a joint effort, permission was obtained to use a cafeteria at Glassboro State College from July 1 to August 30, 1965.

Approval for the program of the Migrant Life Opportunity was given on May 1. A budget in the amount of $101,255 was made available; however, the funds were not immediately deposited to the credit of the State of New Jersey and until they were available, authorization for employment of personnel was withheld. The late funding of this program constituted one of the major problems in developing immediate action.

RECRUITMENT OF STAFF

The Health Educator, borrowed from the Migrant Health Program, undertook the recruitment of the staff for the Migrant Life Education Program in the early spring of 1965.

Many contacts were made with the secondary school systems of Cumberland, Gloucester and Salem Counties and with collegiate placement services. As a result of the efforts of secondary school principals and teachers and college contacts, many persons were interviewed for positions in the program. Many likely candidates either did not agree with the program or wanted a firm commitment for summer work and would not wait for the approval and funding of the program. The program was approved on May 1, 1965 and funds for creation of positions were not available until several weeks later. This was a major impediment in recruitment.

By repeating the work with schools and colleges and through contacts in local and state government, a staff of persons was assembled which included secondary school teachers, graduate college students, undergraduate college students and high school students.

The staff members were representatives of all major local population groups. However, the need for certain qualifications, as college graduates with ability to speak Spanish fluently and knowledge of Puerto Rican culture, resulted in recruitment from as far away as Newark.

All but one of the high school students employed were able to live at home. While this caused a few transportation problems, particularly for those assigned to the direct services offices, on the whole the plan was workable.

The staff that served the program in July and August numbered 62 persons distributed as follows:

	Total	English Only	Bi-lingual English Spanish
Total	62	40	22
Rehabilitation Counsellor	1	1	
Home Economist	1	1	
Secondary Schoolteachers	3	1	2
Health & Physical Education Teacher	1	1	
Graduate College Students	4	1	3
College Students	5	3	2
High School Students	15	13	2
Clerks	4	3	1
Health Aides	28	16	12

ORIENTATION OF STAFF

An assessment of the various persons who would comprise the staff revealed a wide range of experience, interest, talent and ability. It has been commonly stated in New Jersey that some summer groups frequently work without knowledge, purpose and discipline. To this end, it was clearly reiterated that untoward incidents due to innocent ignorance were not to occur.

The Health Educator planned a comprehensive orientation program. It was designed upon previous experiences in which careful briefing of working professionals in health and social services developed insight and understanding of health needs of migrants and their families. The process of this orientation session must be evaluated. The formal agenda is attached to this report as Appendix I.

The first day of orientation was directed to the presentation of reasons for the State Migrant Programs, the services offered through the State Programs, and the relationship of the personnel to cooperating agencies at federal, state and local levels. A briefing was given by accounting personnel on the various forms used in connection with payroll and compensation for expenses. A session was devoted to discussion of the information that had been presented. Reading assignments relevant to various aspects of migrant labor and its associated services for presentation on the fifth day of orientation were made.

On the second day, the program staff were provided with a precise look at the organization of the State Department of Health, its Division of Local Health Services, its relationship with local agencies, its Division of Special Consultation Services and the contributions provided by Public Health Nursing to community health. An informative lecture was given by the Consultant, Community Health Organization on the history and purposes of public health services and the relationship of health education to these services. Following this, a series of information and training films directed at problems of life in the migrant labor camps were previewed and discussed.

On the third day, the Migrant Life Education group had the opportunity of attending a conference of State Health Department personnel engaged in health education activities in the various districts of the state. They were enabled to witness and observe the dynamics of this work oriented group, who were confronted with a variety of problems in their respective districts. Later in the day, members of the staff of the Office of Economic Opportunity presented a concise and comprehensive explanation of the structure, philosophy and progress of the community action program in New Jersey. This was followed by a stirring and informative report on the State-Federal Program known as "Head Start" which described its great possibilities in terms of social and economic betterment of the needy. Later, the Health Department Director of Public Relations explained the purposes and functions of public relations. This was followed by a film on migrant life entitled "Seeds of Progress" which has been used extensively for public relations purposes. This film was discussed in some depth by the group.

On the fourth day, an agricultural economist of the Farm Extension Service spoke at length about the migrant worker and his problems. He also discussed the problems and view points of the grower stressing particularly the need for a demonstration in the teaching of migrants.

Three films were presented on sanitation evolving a thorough discussion. The Chief of the Bureau of Migrant Labor then summarized the many years of work directed toward enforcing legal standards for living quarters in migrant camps. He presented a considerable amount of very pertinent information concerning both the worker and the farmer.

On the fifth day, two reports on reading assignments were given and discussed. These were followed by descriptions of tuberculosis and venereal disease control activities in the Migrant Health Program. These presentations stirred considerable discussion. In the afternoon the program staff met and participated in a joint meeting with the executive staff of the Migrant Health Program.

The sixth day of orientation coincided with an orientation conference for the newly mobilized field staff of the Migrant Health Program. Detailed presentations were given covering public health nursing, maternal care, the migrant schools and school health, dental health, hospital care and out-patient services, migrant labor and camp inspection, health education, migrant life education, nutrition, day care center services, and social services. This conference offered a review of the information covered during the previous week and presented interesting and valuable new information.

On the seventh day of orientation, the staff moved to its permanent headquarters at Glassboro, received a second briefing on pay and expense forms, and was formed into small groups for discussion of the program and its function. Each group was led by a college student. Finally, the reports which remained from an earlier orientation period were presented, followed by a lively discussion of anticipated problems and measures to be taken in meeting them.

STAFF MEETINGS

Following the orientation period, it was felt that during July a series of weekly staff meetings would be necessary to clarify the mission of the field staff. These meetings were scheduled for the whole staff or for elements of the staff as indicated beginning in the morning and extending, if necessary, into the afternoon.

A joint staff meeting of all components of the Migrant Opportunity Program was scheduled for July 1. It was planned as the final orientation prior to the summer activity. This meeting was designed to provide presentations by Mr. John C. Bullitt, Director of the Office of Economic Opportunity, Mr. Lawrence O. Houstoun, Director of the Rural Components of the Office of Economic Opportunity, Rev. Joseph Haggler, the Coordinator of the Migrant Opportunity Program and presentations by the persons representing migrant health, migrant life education, migrant day care center, the Adult and Youth and Elementary educational components and the Bureau of Migrant Labor. Additional presentations were made by Mr. Garafolo, representing the New Jersey Farm Bureau and the Glassboro Field Service Association and Miss Helen Baker, representing the American Friend Service Committee. This meeting was scheduled for the early morning, but in deference to the staff of the Department of Education, who were in their final day of an orientation program, it was postponed until 3:00 P.M.

The next major staff meeting scheduled for July 7 was devoted to the clarification of lines of authority and communication. This was felt to be necessary in order that the large staff, then working at the Glassboro Field Office, would have means of maintaining a harmonious inter-relationship with other elements of the program. In this staff meeting the principal workers carrying supervisory and planning responsibilities were first involved in discussions concerning the inter-relationship of personnel. Later, the field staff consisting of health aide assistants and high school students were included.

The second staff meeting was held on July 14. This was planned as a completely unstructured staff meeting for purposes of providing the field staff which had been in operation for about a week, an opportunity to relate their various experiences and difficulties to each other and to supervisory staff. This provided an opportunity for the supervisory staff to assist in working out solutions.

In the second staff meeting, there was an opportunity to introduce Rev. Rheinhard Van Dyke of the National Council of Churches and Mr. Villanova, Labor Representative from the Department of Labor, Commonwealth of Puerto Rico, whose office is in Camden. This provided an opportunity for the staff to become aware of the cooperation which exists among various agencies involved in services for the seasonal agricultural worker.

The third staff meeting was planned on Wednesday, July 21. This staff meeting was specifically structured to provide for a clarification of the inter-relationship of the Migrant Life Education Program and the nursing services of Cumberland, Gloucester and Salem Counties. The agenda for this meeting was set up to meet difficulties involved in referring persons found to have physical and health problems for service.

A staff meeting held on July 30 was in essence a gripe session. It provided an opportunity for the staff to air their differences and set a climate in which the senior members of the staff could constructively approach the solution of problems which apparently stemmed from a sense of inaction. As the result of this meeting, the senior members of the staff agreed to a modification of plan which required that a consultant, a health aide assistant and a high school student visit one camp each night for the remainder of the summer for the purpose of conducting program activity within the competence of the consultant. Thus, the physical education consultant would work for five days with one health aide assistant and conduct a recreation program in each of the five camps. In similar fashion, other members of the consultant staff would contribute equal guidance to the health aide assistant and the high school student who served with him. In this way, each of the consultants would come into direct contact with the health aide and members of a specific camp, and the more experienced and mature judgment of the consultant would be brought to bear upon the solutions of the various problems encountered by the health aide assistant in the camp.

A staff meeting was also held in conjunction with the Cumberland County Health Coordinator, Dr. William P. Doherty and his Nurse Director for the purpose of clarifying the inter-relationships between the Migrant Life Education Program and the health services of Cumberland County.

In addition to major staff meetings, others were held that were specific to the job being done. These included a discussion of the crew leader system, the place of the crew leader in the migrant labor situation and their compensation.

Record keeping was discussed, as each staff member was required to submit reports of camp visits, a weekly and monthly report. Staff members were responsible also for recording of time, plans for irregular hours, plans for visits and location information. The staff never did accept or adjust to this routine and formats for reports and visits were never followed.

RECRUITMENT OF HEALTH AIDES

Before recruitment of health aides could be undertaken, it was necessary that camps be selected. A listing of camps in which the Migrant Health Program had conducted a Health Attitude Survey in 1964 was available. The fact that the survey had been conducted in these camps indicated that the farmer had accepted the Migrant Health Program and it was assumed that some would accept the Migrant Life Education Program.

The first step was to assign a small number of camps to the staff for the purpose of making appointments with farmers in order to explain the program. This activity put the health aide assistants in direct communication with the farmers on their property, permitted an observation of the farm, and an assessment of the farmer's reaction of acceptance or rejection.

When the list of farms obtained from the 1964 experience was exhausted, it became necessary to pick additional farms. The only source for this selection was a listing of camps provided by the Bureau of Migrant Labor. In reality the farms selected for the program were those where the farmer would accept the program and permit repeated communication with the health aide on his farm.

Two health aides were recruited in the early summer from among the residents of one large camp. This selection was completed in consultation with the farmer and crew leader and several skilled health workers.

Several health aides were found to be crew leaders or their relatives. This extended the crew leader image which the staff in the preliminary planning thought to be unwise because the 1964 Health Attitude Survey indicated that tensions exist between crew leader and workers.

The farmer's ideas along with the crew leader's were used in recruitment in almost all instances. Some farmers had no choice and apparently no interest and sent the new staff to the camps "cold" to recruit the health aides. This was hard on the new staff and their desire to be effective. Early recruitment by permanent staff will overcome this difficulty.

HEALTH AIDE MEETINGS

A planned Program to assemble the health aides from each farm to some central point for basic preparation in their duties on a weekly basis was an essential part of this plan. Each meeting of the health aides was to be planned with a specific purpose in mind.

The first had as its objective the evolution of a friendly working group. The health aides were to meet the health aide assistants as a group. They were to fraternize with them, to enjoy refreshments and participate in brief discussions concerning the purpose of the health aide, the purpose of his assistant and how they could work together as individuals and as a group.

The second meeting was directed towards the objective of assuring good telephone communication between the health aide, the health aide assistant and community agencies.

The next meeting was designed to bring to the health aide's attention the kind of motion picture films that were available and to insinuate the ideas of camp sanitation and cleanliness into the activity in which he was engaged.

The fourth meeting dealt with the manner in which the health aide could handle his inter-personal relationship with the camp members in such a way that he would not invoke individual or camp displeasure.

Several days prior to the health aide meetings, the staff was required to work out the agenda of the meeting based on the objective to be achieved and to agree upon the various responsibilities to be carried by members of the staff. In general, the details that had to be agreed upon by the staff were:

a. Decision on who would preside and how many of the staff would attend. The staff members were encouraged to rotate the responsibility of presiding.

b. Agreement on agenda items and their order.

c. Agreements on responsibility for the agenda, and other necessary functions.

d. Arrangements for transportation.

e. Assignment of speakers.

f. Translations.

g. Responsibility for refreshments.

FIELD TRIPS

During the week of August 9, a series of field visits were made by the Director of the Division of Preventable Diseases with each of the health aide assistants who were working with the consultants in physical education, rehabilitation and the home economist.

These visits were for the purpose of observing the activities of various units under the direction of each of the consultants in the area.

There was no question about the acceptance of a group of persons who entered the migrant labor camp for the purpose of stimulating participation in physical education activities. The group met the young and active members of the camp and found almost instant acceptance. There is need, however, for the personnel of the team to recognize that their function is not only to involve the camp in physical sports or play, but necessarily to assist the whole program in achieving an amelioration of the total environment of the camp. In one camp visited with the recreation group, there were sanitary defects and accident hazards. These were overlooked and remained in existence for three to four days after the visit.

The camps visited with the home economist and a health aide assistant revealed many interesting problems that were not of short duration. There was frank evidence of fecal contamination of the grounds of one camp which indicated that the camp occupants were not using the privies. When the privies were inspected, the health aide assistant needed interpretation and a course of action for their correction.

In another camp, the accident hazards of broken glass, rusted tin cans and pot holes in the roadway were clear and apparent and were of long standing duration. The hazardous area was being used for vigorous physical activity by a church group. The health aide assistant had observed these hazards on repeated visits and needed guidance and direction for their correction.

The lack of lighting and privacy in a shower area had been apparent to a health aide for many weeks. Stimulation of the camp membership to obtain a bulb for the empty socket seemed like an elementary effort. In another episode, a health aide who was limping was questioned and revealed that he had burned his foot severely with hot tar. He had not received adequate medical attention. This health aide was responsible for assuring that other persons in need would receive medical or health services, yet he was not under proper care. Another health aide in the same camp who had been burned as a result of a fight also lacked medical assistance. These observations when pointed out to the health aide assistant, resulted in referral for medical care and the hospitalization of one of the men.

The visits with the Rehabilitation Consultant and his health aide assistant demonstrated quite effectively that the migrants will answer a questionnaire and that individual workers can be interviewed in depth. In this way we can learn a great deal concerning the worker's life, his points of view, his physical, social and educational problems.

The field visits gave substance to the point made by some of the health aide assistants in their evaluation of the orientation period; "that there be more specific and vigorous attention paid during the orientation period to the handling of specific type cases and specific type problems that will be encountered in the camps".

These visits were worthwhile in pointing out ways in which direct involvement of the health aide assistant and health aide could be worked out.

CAMP PROGRAMS

It was hoped that the planning for health aide meetings would be an example for the health aide assistants to follow in stimulating the health aides to plan with the residents of the camp for their participation in various programs.

The programs were devised for the purpose of gaining rapport with the migrant workers in the camps and at the same time, teaching them useful information for their betterment. The program included:

1. Use of movies
2. Recreational activities
3. Arts and crafts
4. Vocational interviews
5. Sanitary policing of the area

In the evaluation reviews prepared by the health aide assistants, reports constantly indicate that the movies provided an effective means of stimulating discussion among workers in the camps. Here the health aide assistant working with the health aide had greater effect in reaching the camp population than the health aide alone.

The health aide assistant used an old slapstick comedy film which the migrants thoroughly enjoyed and followed it with a Public Health film called "A Clean Place to Live". The health aide assistant reports: "While rewinding the film, we engaged in a lively discussion with the workers on the various aspects of health".

Another report said: "The people in the camps were very eager to discuss the condition of the privies, the lack of screens in some houses, and the need for taking better care of the camp; the responsibility that everyone has to keep the camp clean."

Another health aide assistant reported upon a program on venereal disease which had been worked out in consultation with English and Spanish speaking health educators. In this instance, the English script had been translated to Spanish after the health educators had reviewed the film. The Spanish script was then tape recorded and run simultaneously with the film. Two films were shown and a discussion period was held. The program was attended by twenty to thirty people from the camp. There was interest in and discussion of the facts of the program even after the session broke up. This program is considered effective for future use.

There is unanimous opinion that more films are required for a more extensive activity in the future. In addition to the Public Health and venereal disease films, there are suggestions that entertaining comedies, action pictures and recreational and athletic type films be obtained. One health aide points out: "Not only are the films good in themselves, but they can be used as a sort of bribe in getting more people to watch the health movies which I found to be effective in our work this summer".

Another aide in his evaluation says: "I believe that one of the problems we are having is that we are not reaching the camp community. We are giving the health aides information which is useful to them, but which they have not been able to pass on to the other camp members. Showing movies in the camps is an excellent way of helping the health aides to pass on the information he receives from us and the discussions are an excellent way of getting the other members of the camp to participate in the program. I suggest that we step up the number of films that we take to camps and that we try to work the camp population into the program more than we have been doing."

In summary, it would seem that a wide variety of motion picture films of twenty to thirty minutes duration would provide an adequate means of establishing a communication link with the camp population; that the health aide assistant and the health aide are assisted by this type of film; that presentation of a health film, after rapport has been established, elicits adequate discussion of the facts contained in the health film.

It was desired that the recreation program include physical education, organized baseball, basketball and other types of male team sports. If feasible, it was intended that recreation for girls and women would also be worked out.

It was anticipated that field trips to other camp sites for competitive games would be a reality and that there might be opportunities for observation of amateur and professional athletic contests.

In the month of August, the reports indicate that recreational activities at the farms were successful and included many things, such as, horse shoes, tag football, volley ball, and basketball. An important part of planning for equipment is to get the right kind, including a post hole digger for the setting up of basketball equipment. The recreational activities were associated with a film showing. Frequently, the discussion which followed, involved as many as twenty to thirty migrants.

A program of arts and crafts evolved during the summer. The artist was originally employed to help prepare graphic material to assist in discussions at the camps and at other programs. However, the appreciation and demand for this service was not as great as anticipated, and therefore, she found the need to devise a new program. Her reaction to this program is clearly stated.

"The last three weeks of my program have been most rewarding. We have been permitted to go into the camp and work side by side with migrant workers and their children, and man the arts and crafts program. Everyone I have met in the camps has been most friendly and helpful. The workers and families go out of their way to get boards and baskets in order to set up a place for us to work. In every camp that I have visited, the people were glad and excited to see us. They would ask if we were planning to return when it was time to leave. The fact that we cared enough to come to their camps means so much to these people. We enjoyed spending our evenings with them, sharing their laughter and their time".

In the arts and crafts program, the children painted bleach bottles with magic markers. The bleach bottles were cut in half and turned into scoops and baskets. The creative interests of some of the workers and boys are indicated by the fact that the crafts that were taught were pursued throughout the period of contact with the program. One boy in particular developed an interest in etching which he followed with persistence and emerging skill. While this program is too short to nurture such a talent, the observation that it can be found among culturally deprived people is not only encouraging but stimulating and rewarding. In addition to this, the arts and crafts program also prepared material for a puppet show to be used at a family clinic at the Salem Hospital.

The art teacher, who was involved in this activity, reflected upon the program as follows: "The development of a person's natural abilities to create, invent and explore is an essential phase of existence. We must teach our people to be constructive, to develop creative potential, and to help them achieve greater depth and meaning in living through creative experiences, for creative experiences add mental growth as well as releasing emotions and developing aesthetic values. Personal efforts expended in the pursuit of an art program foster expressiveness and are a vital outlet for tension. It is suggested that art and associated endeavors that make people more appreciative of life and more sensitive to their environment be continued as part of a camp program."

The art teacher obtained personal satisfaction because the method of work was changed for all and she too was allowed to be self-directing program wise. However, she as many others overlooked the fact that better than one-third of the migrants are illiterate and the work she was employed to carry out ("show card" preparation) has on other occasions proved to be effective as a communication media.

The home economist in the summer program reported: "I tried to observe everything that I thought might affect the home and family life of the migrant. Immediately I discovered the horrible conditions under which the migrant must make a home and how little family life there actually is. A common thread of filth and poor housing ran through most of the camps that I visited. These camps had more families or children than most Puerto Rican camps which housed men and very few family groups."

"To evaluate each of these camps separately would be repetitious in almost every respect. Practically all of the apartments, cabins or rooms where migrants lived were too small for the number of people occupying them. In one instance, a mother, "her friend", and five children ranging in age from 5 to 15 years of age, occupied one small room in which there was one double bed and two single beds. The beds took quite a bit of the space and there was almost no room for storage. I saw very few mattresses that were fit for sleeping, and in one camp I could not find one. Bedding was almost unheard of."

The home economist commented upon housing: "I feel safe in saying that it would be best to discount some of the present living accommodations that we have seen because there is very little that can be realistically accomplished to improve them. Some of the physical facilities are deplorable. I seriously question how they ever passed inspection."

"Two burner kerosene stoves that sat on table tops were usually used for cooking. The tables varied greatly in height and size and very little insuluation could be found. The stoves generally needed cleaning and new wicks which would have eliminated many of the fumes and dangers of fire. There was very little provision for food storage and consequently everything sat on table tops and the floor where roaches were easily attracted."

"Refrigeration was almost nonexistent and every refrigerator that I found, except in the case of a few crew leaders, was bought by the migrant. Sometimes the crew leaders had to purchase their own."

"The toilet and bath facilities were worse than the remainder of the living facilities. Hot and cold water could be found, but there appeared to be no way of mixing the two in the showers. I worked in Camp #3 from 7:45 to 12 noon on a Saturday and never felt the water run hot. The crew leader's wife made the excuse that the "heater went out", but when I asked how many of the women take showers, the answer was "very few". "Why"---"no hot water?" The door to the shower had no fastening. It could be pushed open and one could plainly see the undressed person taking a shower. There was absolutely no privacy."

"There is suppose to be one privy for every fifteen persons, by sex. I have never been able to determine when a child becomes a "person". Is it when he can go to the fields or when he can use the privy? More often the former than the latter, a child is counted as a person. Someone has either forgotten to count or does not care to count."

"Early in the summer I asked about sanitation inspection. Each camp is suppose to be inspected before the crew moves in, and here I seriously question what an inspector sees. We are told that there are not enough inspectors. If not, why not? Perhaps inspection should also occur immediately after a crew moves in, and if there are too many occupants, then some changes should be made. Most facilities have a seating capacity or occupancy limit---why not housing for migrants? Might not this be just one way of breaking the hold that the crew leaders have on the migrant? If the farm that he is contracted to serve has a stated housing limit, then the crew leader will have to choose his crew more carefully for maximum benefit and labor and not just a camp full of suffering neglected pregnant women and children and drinking men who may or may not work."

"The preparation and sale of food appeared to be a major problem. The crew leader has devised a method by which his wife sets up a "kitchen", consisting of a stove and some work space in an old cab truck or even the back of a school bus. This is called the "lunch wagon". She sells meals to anyone who wants to eat and has, or will have, the money to pay for it. I discovered two such "lunch wagons" apparently doing a thriving business. A fried chicken sandwich sold for 50¢ and a canned soda sold for 15¢. Before even questioning the prices, I questioned the cleanliness. Both of the wagons were simply filthy. What water was used had to be carried in so there was a minimum for cleaning purposes. The only refrigeration was ice. Flies had a picnic."

"The same operation goes on in the camp as in the field. A crew leader's wife will operate a kind of cafeteria or restaurant and sell meals to those who have the money to buy. I have found no ordinances or regulations which would affect these "businesses", but something should be done about them from the standpoint of sanitation as well as exploitation."

"One could go on and write endlessly about the poor conditions, but what is needed most are suggestions for amelioration. I have concluded that before the migrant can be helped, he may in some ways be hurt. No one program such as the one we have attempted this summer will make very much difference, even if the program had operated efficiently. More and better legislation is needed, but until we get it, why don't we mobilize and use the resources that we have? Some camps stand year after year----and get labor every year. What happened to the laws? When are they going to be enforced?"

Observations in the camp provided an opportunity to discuss the interests of those who prepared food. Most were asked about the methods of preparation, storage and purchasing. It became apparent that a program devoted to the purchasing, storage and preparation of food material would be a very effective program within a camp. The development and presentation of a non-fat dry milk demonstration can be another effective program within a camp site. Posters may be made in both Spanish and English which explain the nutritional values of dry milk and its preparation.

In visiting the camps with the health aide assistants and speaking with the crew leaders and their wives and other members of the camp, it became plainly evident to the home economist that the women would agree to undertake a planned program of sewing. Sewing may not be directed to dress construction, but it can provide a means for the development of more meaningful interpersonal relationships with the women involved.

It was the home economist's considered opinion that "a great deal could be accomplished with the migrants by providing them with information concerning nutrition, the purchasing of materials and developing with them knowledge and skill necessary to adapt to their environment and still work toward a better standard of living". She reported: "There is no doubt in my mind that an agressive home economics program is vital and necessary to the improvement of the general condition of the migrant workers."

A report of an outbreak of diarrheal disease in the day care center, and subsequent study of the home conducted by the home economist and a VISTA volunteer are attached as Appendix II.

The clean-up campaign is another program which is important for the migrant camp. Suggestions may be made for improvement of the general camp area and the living quarters. "While the rehabilitation test was being done, the health aide assistant and the health aide started to pick up wine bottles and trash and remove the weeds. They were joined by younger boys in the camp who assisted in cleaning up the camp grounds". This type of personal involvement makes the activity stand out and gets the people moving. Later the health aide assistant was able to obtain two bags of lime from the farmer with which to treat the toilets in the camp.

The activity of the vocational rehabilitation counselor is described in more specific terms in the following quotation: "I had the opportunity of both testing and interviewing a number of migrants. We usually tested on a group basis and interviewed on an individual basis. We did this because the test would not reveal anything embarrassing to the migrant, whereas in the individual interview conducted on a private basis, the migrant may reveal more personal attitudes, asperations and frustrations". Note that 45 per cent of the migrants interviewed were negroes who were primarily from the southern states, while 55 per cent of the migrants were Puerto Rican. These people have in most instances been educationally and culturally deprived. Due to this fact, they have been forced to adjust to a substandard life and tolerate these conditions. When they migrate to New Jersey in the summer, they are already adjusted to a substandard living and consequently adjust to the existing conditions in the camp quite readily. Two main problems exist from the beginning: the unsanitary conditions of the camp, and the readiness of the migrants to accept these conditions.

Another reason for the unsanitary conditions may exist in the irresponsibility of the farmer. The farmers are mainly concerned with harvesting the crops and getting them to market. Some could care less about the unsanitary conditions of their camps. This is not true for all farmers. Farmers were found who were very careful in regard to their camps and there were others who were lenient in tolerating the irresponsibility and laxness of the migrants.

When the Migrant Life Education Program was prepared, it was intended that the migrant be afforded an opportunity for cultural advancement as well as advancement in the areas of health and education. Part of the plan provided for the transportation of migrants to places that would provide them with a cultural understanding of the United States, its history and development. This was intended to show them their place in the scheme of things and to assure them that they were important and that they were contributing to the overall development of the American economy. The staff undertook a basic study of the opportunities available for cultural recreation for the migrant workers.

In early August, the recreational director undertook the first trip. The first trip was made to the Philadelphia Naval Base and the Philadelphia Zoo. The home economics staff packed lunches so that every person had two sandwiches, a tomato, a peach, some candy and a carton of milk. A permission slip was obtained from each of the parents which indicated the parents understanding of the trip and the responsibility involved. Each adult was assigned to a child to care for. There were 15 children and 15 adults on the trip. The admission to the Naval Base was free; the National Council of Churches provided money for the admission to the Zoo. "On the trip to the Naval Base, arrangements to bring the children and others, who participated in this trip, to Glassboro proved to be unworkable. One camp was over-subscribed and transportation of this group by bus was not permitted by the farmer. This necessitated extra work on the part of the staff, a delay in the appointed visit, and really taxed the ability of the staff to react. At the Philadelphia Naval Base the group of children toured the ship named the Hake, drove through the Base and saw ships in the process of repair and those under moth-ball condition".

"The experience at the zoo was wonderful for both the young and the old. The lunch was eaten at the zoo parking lot on the bus. To try and express the delight of the group while going through the zoo would be impossible."

The second trip was to the World's Fair. This required a great deal of planning. The buses were to leave Glassboro at 6:30 a.m.; they were to pick up children at different points and rendevous at Exit 2 on the New Jersey Turnpike. All went well and as planned, each adult on the trip was responsible for three children. For those people who did not go at the last minute, there were others who were willing to take their place. At the Fair the people grouped off as planned with instructions to assemble again at a point at 9:30 p.m. The group arrived home at about one o'clock in the morning; the children were distributed to the various camps and the staff terminated their function at 3:30 a.m. The director of the program writes: "It was my pleasure to take four children to supper at the Fair. I don't believe that these children had ever eaten in a nice restaurant before. They showed excellent manners and ate as if they enjoyed every morsel of the food. The warmth and the many thanks given to us by their parents was enough to make the day complete".

In planning for recreation activities, particularly trips in any future year, it must be realized that there is need to provide for lunch. Material was donated by nearby bakeries and other interested agencies. There is a necessity for refrigeration of milk and sandwiches during the trip.

In a program which deals with many aspects of health, sanitation, living conditions, and is responsive to other needs, it is frequently difficult to define in a quantitative sense the end results of activity. However, throughout a summer season in which a field staff is in contact with a migrant population and is strenuously attempting to improve the situation, whatever it may be, wherever it may be found, and whatever resources are available to it, incidents and reactions come to light which can best illustrate the results of effort and interest. The examples that are being presented have been pulled from many reports presented to the program by many involved field workers whose backgrounds varied from high school students to classroom teachers. They are spontaneous in most respects, but give a sense of the progress that can be achieved. "In the course of the visit, the crew leader indicated that one of his men had been found to have tuberculosis. He indicated that the worker had visited the hospital and had been tested to determine the extent of his disease. The worker with tuberculosis, because of his insecurity, returned to Puerto Rico on Wednesday. The living quarters had been contaminated by the worker with tuberculosis. The crew leader had not yet contacted the health office for fear that his boss would be adversely affected."

The health aide assistant constructively referred the matter to the health service and released the crew leader from his obligation for which he was appreciative.

In comment, it is quite clear that the crew leader had developed and expressed real confidence in the health aide assistant and his judgment. The fear of adverse affect upon the farmer which the crew leader had expressed was overcome by this confidence. This type of inter-relationship between the health aide assistant and the camp can be developed and extended by men and women of good will working with the farmer and the crew leader for the betterment of the entire migrant population.

"Since the movie on sanitation was shown, grass has been cut, 'MEN' and 'WOMEN' signs have been placed on the privies, and the children are seen collecting trash around the camp." Here in this camp, the health aide assistant with the use of a motion picture created an understanding of the value of a clean camp, appealed to the self-respect of the migrants, and ultimately obtained action in correcting the environmental circumstances. This appreciation and activity can be used and extended to involve the migrant population more deeply in many other activities which will improve the circumstances of their lives.

"On our next visit, as soon as we drove up, several of the workers and their children asked if they could help us carry anything. Mrs. S. had done a good job in spreading the word that we were going to have a film program for the camp residents that night. Mrs. S's home was spotless as was the area about the camp. She had everything put in its proper place. The difference in the camp's appearance from my earlier visit was unbelievable. It is gratifying to see such an improvement."

Here again, the health aide assistant demonstrates the inter-relationship of one group helping another in preparing for constructive action. He also reveals the effect of an educational effort directed toward the cleanliness of the home and the surrounding camp. A simple direct appeal to the migrant by a person who evidences an outgoing interest in their welfare, resulted in a creative situation that could lead by simple steps to a marked improvement of the overall status of the migrants in their camps.

"I was advised of two pregnant women in one camp and of an expectant mother in another. I notified the Visiting Nurses Association, who dispatched nurses to see and care for these women. On another occasion, I was advised of a girl, age 12, who had been unable to keep an appointment for medical treatment of an umbilical hernia. I referred this case to the area's public health nurse who assured me that the girl would receive proper attention. In the course of another visit, I was informed of an elderly migrant worker, who was apparently deranged and living in an orchard in the vicinity of a nearby farm. This information was also referred to the nurse in the area, who was appreciative of the new information I supplied and who assumed responsibility for the disabled worker".

Here, the communication channel between the migrant camps, the health aide and the health aide assistant becomes open and effective on behalf of persons who are suffering from physical disability and conditions requiring medical care. It is not expected that the health aide be a medical diagnostician, that he know about all of the physical problems affecting people in the camp, or that he solve all problems. However, if the people in the camp witness effective action in episodes such as those described, they will learn that their physical suffering can be attended and needed services can be obtained, with the result that they will increasingly seek and use medical services on their own initiative. This will bring to light and treatment many physical ailments currently undiscovered which depress the migrant's health and diminish his opportunity to improve his social and economic position in our society.

"It has been very interesting this week to hear the encouraging comments that the health aide assistants have been making. They report many spontaneous responses to the sanitation movies by the workers who have done many specific clean-up jobs without further urging. They have remarked on the improved relationships which they have with the workers. They say such things as: 'They're really friendly now. They really trust us now. I wish we had another month.'"

"Interest in the program is being expressed by both farmers and migrants and is one of the most encouraging aspects of the entire program. The workers in the camps and the health aides are adopting the methods of getting help with speed and show understanding of the need to use these methods. Many of the farmers are cooperative and realize that the program not only benefits their workers, but also benefits them."

" B. B., the health aide at the T farm, brought to attention the fact that wages were being held back by Mr. T". This matter was referred to the Office of Wages and Hours who called Mr. T for an explanation. It materializes that he was going to pay the workers, but was withholding the crew leader's commission. "Miss N of the Office of Wages and Hours took the problem under consideration and apparently worked out a solution". In this instance, the health aide had sufficient confidence in the health aide assistant to relate to him a problem which was of severe concern to the migrants at this farm. This activity was truly not within the scope of the health aide assistant's responsibility. Yet, his response in obtaining the information, referring the matter to his superior, and thus, it was directed to that unit of the Department of Labor responsible for the management of such a complaint, resolved the matter within a few hours.

Episodes that threaten the security of the wages which they have earned increase the migrant's distrust of the society in which they live, and frequently may depress their motivation to change. In this instance, a constructive action led to a prompt correction of a situation, and gave evidence to the migrant worker that the channel of communication in which he placed his faith could function effectively and in his behalf. The day by day assurance that such a channel of communication operates in his behalf should serve ultimately to improve the circumstances of the life of the migrant worker.

FARMER REACTION

In all the contacts that the health aide assistants made with the camps, there was a distinct effort to enhance the farmer's understanding of the program. One of the aides reported, "I met Mr. X. as he hopped out of his pick-up truck and was walking toward his packing house. He apologized by saying he had a shipment to get out by evening and he couldn't take time to discuss the program with me. He suggested that I return some day, some rainy day, when things weren't so busy".

While speaking with Mr. W., I was given an example of why he thought our program, as well as others like it, were a waste. He indicated that "two months work with these people is too short a time in which to accomplish anything. Public health teaching should be done where they come from". He said he was "sick and tired of having people constantly coming and going on his property", and he "was not the only one who felt that way" and "that the majority of members of the State Farm Bureau felt the same way". He suggested that the money might be put to better use, such as for welfare for migrants who are too old to work or who are in desperate need of financial help. He emphasized "too often these crash programs of social services are political gems that serve a purpose of more for the rich and exploitation of the poor". In closing he said, "why don't the $22,000 a year bosses come out themselves and see the problems".

"Mr. K. told us in no uncertain terms what he thought of the government and its idiotic workers". You might say that we were verbally pitched forked. Mr. E. told me, "he wouldn't have time to talk for a few days". Sounded like the old brush-off to me."

In reaction to this type of observation, one of the staff members wrote, "We are certainly all concerned for the less fortunate members of our society, otherwise, we would not be interested in such a program". "However, we must remember that the economic basis of our society is free enterprise".

"In our particular situation, the farmer, the entrepreneur represents that basis. There is no doubt that some of them are unfeeling, unfair and uncooperative, but I believe, there would be less of this attitude if farmers in the organization had been wooed months ago with the help of people like county extension agents".

The same observer writing a few days later "the final visit of the day was made to the farm of Mr. K. Mr. K. was completely unfriendly and uncooperative. He was highly vociferous and rude in his denunciation of what he though we represented. Obviously, he was a hopeless case".

Not all experiences were unhappy, for during one visit a farmer reported that an 18 year old boy, a permanent employee, was unable to read or write. The farmer indicated that he wanted to have the boy learn to read, write and attend a school. This matter was turned over to the Adult Education Component at the Glassboro State College. It revealed the farmer's attitude toward the illiteracy among migrant workers who all need to learn how to read, write and compute.

TRANSPORTATION

High school students were originally employed for the purpose of driving State cars to assist in the transportation of migrants from one place to another, from the camp to clinics, from the camp to hospitals and to other agencies where services would be rendered.

At the beginning of the season, it became clear that there would not be sufficient State cars for the driving pool and plans were laid to obtain rental cars. Once the cars were obtained, it was found that they could not be assigned to high school students who were less than 21 years of age.

The car situation was a sore spot all summer. To quote a health aide assistant, "let me say that in my capacity the car situation was quite frustrating. It seemed that every time I wanted to go to a camp, there was no car available. Because I am 19 years of age I could only drive a State car". "It must be remembered that a program like this runs on wheels. If there are no wheels available, the program doesn't run very well".

For any program involving migrant education, or health, it is extremely necessary that there be adequate transportation facilities for the staff.

EVALUATION OF OBJECTIVES

In relation to the objectives stated in the application to the Office of Economic Opportunity for the grant which funded this program.

Objective

1. To reduce the number of preventable illnesses associated with low standards of housing and camp sanitation among the farm labor population of New Jersey.

Evaluation

Camp sanitation improved somewhat in the latter part of August. Sick children in the day care center resulted in concentrated service to the family and care of the children. The illness may have been due to poor camp sanitation. In general, we only started to meet this objective at the end of the summer.

Objective

2. To provide a health education program on sanitation for migrant farm labor groups by a method which will cause them to comprehend the reason for indicated changes in their sanitation practices and to modify their habits and practices accordingly.

Evaluation

Demonstration film and discussion programs at health aide meetings at the office in Spanish and English resulted in requests for these programs from the health aides for camps. Where they were shown, the assistants spoke of improved conditions. The films are special ones for migrants, and emphasize "why".

Objective

3. To help the homemaker of the migrant agricultural worker manage the household finances and other resources to the best advantage to the family. To help utilize the time and energy spent on household chores for the best results.

Evaluation

A very meager amount of this was accomplished. Health aide assistants were given a discourse on budgets by the home economist. Again with more time, this information would have filtered through the health aide to the workers.

Objective

4. To provide educational films specific to the need for the process conveying the reasons for changes in practices to the migrant agricultural workers.

Evaluation

In addition to films on sanitation discussed above, venereal disease films were requested and shown with discussion afterward. The funds we requested for film making were not granted. There are few films for migrant workers.

Objective

5. To provide physical health activities and other recreation on selected camp sites and at appropriate places, to promote a wholesome use of leisure time.

Evaluation

This took place. Arts and crafts consultants were included at these (August) visits.

Bus trips for children and adults were made to Philadelphia Navy Yard and Zoo, and a two-bus trip to the World's Fair. In Monmouth County, health aides requested and were given places where they could swim, and would be welcome.

Objective

6. To raise the level of health knowledge among migrant farm labor groups and to help them know and use available community health and welfare resources.

Evaluation

Telephone numbers and instruction increased the use of Migrant Health Services, Migrant Labor Bureau Services, that of the Department of Labor, Bureau of Wage and Hour and social services at the Woodstown Office.

Objective

7. To continue to use every opportunity to stimulate interest and knowledge and active participation of the permanent population in affairs concerning the health and welfare of the migrant workers.

Evaluation

The recruitment of staff from the permanent population in the area of the migrant camps has and will help to meet this objective.

Objective

8. To interest the farmer in the program and the advantages of it to him, through improved practices in the use of facilities, to reduce tensions between farmer and crew where they exist.

Evaluation

On a few farms, the grower became more interested in what we were trying to do. One farmer remarked: "I can't wait for them to start". On another farm after a letter was sent to participating farmers, one remarked: "We appreciate what you are trying to do, and we know that it will take a while to show results". Some farmers provided lime and cleaning materials for privy cleaning for the first time.

Objective

9. To enlist the interest of the crew leader in the various components of this program.

Evaluation

Crew leaders seemed aware of the program. Many wanted to be health aides and many recommended their relatives. One or two asked to come to the health aide meetings and did so as guests. While this interest may have been monetary in nature, learning also may have taken place.

In addition to the accomplishments listed above in relation to the objectives stated in the plans for the Migrant Life Education Program, some of the objectives for the health education program of the Migrant Health Service administered from the office in Woodstown were met. These are:

Objective

1. To reach greater proportion of the New Jersey migrant agricultural labor force with health education and related services.

Evaluation

Twenty-eight health aides were given information to pass to people in camps of 575 residents. Health services were of a different kind on many farms. Films were shown where none had been shown before; discussions and demonstrations of good sanitation were emphasized. More than 411 individual visits by one or more staff members have been reported.

Objective

2. To the extent possible, consult with other professional disciplines. Try to integrate the services to the extent indicated, confer upon diagnosis, plans and content of health education for specific problems.

Evaluation

Staff social workers met on two occasions with staff; the first was with staff members of Puerto Rican descent, and program participation at health aide meetings. At the second program, health aides requested and planned programs at their camps which were demonstrated at the health aide meetings. There were many contacts with the nursing services, including the discussion by the two supervisors at a staff meeting. A staff conference was held with the Cumberland County Health Department.

Objective

3. To enlist the cooperation of local health and welfare agencies to increase services to the migrant workers.

Evaluation

Many extra requests for service were made of the nursing and social work staff, the Migrant Labor Bureau inspectors, Bureau of Wage and Hour, etc. Promises of program assistance at migrant camps by home demonstration agents were said to have been made.

Objective

4. To provide interesting and useful field experience in the application of public health education, principles and knowledge for graduate students. The provision of observation and orientation to public health practices for undergraduate students and COSTEP students.

Evaluation

Three students were provided with opportunities for observation, orientation and participation.

Objective

5. To promote and provide health education experiences for migrant agricultural workers in their areas of interest. To hold group discussions using visual aids as indicated at camps, when the people are not working. This will probably be in the evening. It could also be in the daytime when there is no work.

Evaluation

Films on sanitation and venereal disease were shown followed by discussions, and dry milk demonstrations were given on camps.

Seventy migrant agricultural workers were given rehabilitation interviews and vocational tests. Physical recreation, arts and crafts, and home economics assistance were provided on the camps.

Objective

6. To increase the amount of communication and health information between the migrant health service office and staff; the workers, crew leaders and farm owners; the farm owners and townspeople.

Evaluation

Four health aide meetings were held. Staff attendance was obligatory. Farmers and staff were in frequent contact. Attendance of 21 was sustained. One Farmer's Advisory Committee meeting with two townspeople present took place in April.

Letters were mailed to all farmers who participated in the Migrant Life Education Program.

Employment of local people who lived at home thus brought conversation related to migrants into local homes.

Performance Statistics

Total Number of Visits to Camps	411

Health Aide Recruitment Statistics

Total number of farms visited	41
Total number of visits	50
Total number of growers willing to participate in the health aide program	29
Total number of health aides recruited	26
Total number of growers who did not wish to participate	13
Greatest number of health aides employed at some time during the season	28
Number of workers residing in camps where there was a health aide. (top figure of the season)	575
Total number of farms in the health aide program	17
Total number of camps in the health aide program	21

Earnings of Health Aides $1.25 per hour

	Number of Health Aides Who Received Compensation	Average Number of Hours	Average Pay
July	20	11.85	$14.11
August	19	17.0	$21.05

STAFF EVALUATION OF PROGRAM

The staff throughout the summer evidenced many different points of view concerning many of the activities of the Migrant Life Education Program. They were asked in their "End of Season" report to summarize their feelings concerning its activity and its future. These reports have served a valuable purpose in permitting a last and composite evaluation.

The following comments which are presented reflect the considered thought and judgment of many of the workers concerning this program:

"In evaluating the Migrant Life Education Program, one must keep in mind that its life span is still much too short to allow any highly valid forecast as to its true worth in terms of the objectives it is suppose to reach. I believe by the end of the season in all fairness, it still must be judged as a pilot or exploratory program. The fact that the funding situation caused a late start precludes any other view".

"I look back on some rather rewarding experiences during my few weeks in the program, talking over plans with the health aide assistants, visiting their farms with them, discussing problems with the health aides and crew leaders, and helping to initiate recreational programs on two of the farms. I think we can now take satisfaction in signs of improving relationships with other agencies working with migrants in the Tri-County area. It was gratifying to have the Health Department call and ask to have two of our people sent as helpers and observers at one of their clinics. The people assigned were received graciously and their services were put to good use. In my opinion, this rapport with the existing agencies has very critical importance. I believe it can make or break the program".

"If the Migrant Life Education Program can be of real service in terms of legitimate referral work with other agencies, it will substantially strengthen its reason for existing. If other agencies are antagonistic, its future is doubtful. I believe in pursuing its own objective, the Migrant Life Education Program must actively work in complementing assisting agencies thereby extending and expanding their effectiveness".

"The Migrant Life Education Program proved theoretically to be a highly successful program. The Divisions of Health, Education, Recreation, Home Economics and Rehabilitation are programs to be considered in every phase of migrant health. The medical aid and direction given individual migrants is the most tangible result of this summer's program. Some camps have been improved either by the migrant or the grower and in some cases, by the migrants and grower working together. Perhaps the most encouraging accomplishment of the program is that the migrants seem to realize that the members of the staff are willing to help them and are either able to help them or direct them to an agency which can care for their needs. Once the migrants know where to ask for help, they no longer hesitate to ask for it and their problems are finally brought to light and solved".

"Next season, if the program can begin early in June, there is very little reason why it should not succeed. It is suggested that male and female teams instead of all male teams work in the camp. Experiences this summer indicate that a man and woman have completely different though not opposite views of the same camp".

"The consultants each had twenty-four camps to program and none of the consultants had a trained staff. If it is possible to hire aides who are being trained in specialized fields, it would increase both the efficiency and effectiveness of the specialized programs. More health aide assistants with fewer camps to cover in the summer program would enable a closer contact with camps and provide more time to set up programs in the individual camps".

"The program seems to have fallen short of its projected aims. It has, however, created a foundation for future work. The staff has earned the migrant's trust and this I feel was the biggest obstacle any program could face. While we definitely fell short in our program this summer, I do feel that the program is a very valuable one and should be continued".

"We certainly made our share of mistakes. We also had more than our share of stumbling blocks not only from our supervisors but from other migrant programs. My own big mistake was in thinking that I was going to be an important factor in the program. I thought that I would be able to directly and speedily help the workers in solving many of their problems. I soon realized that I was merely a line of communication between the workers and the office. I felt useless, I felt wasted, I felt ill-used by the program and my supervisors. However, I now realize that my role in the program was important. I realize that the health aide assistants were the most important members of the staff. A channel of communication is one of the most important things in this work. *Any rapport of success achieved was for the most part, due to* the health aides and their assistants. The workers and health aides knew me. They knew that though I could not help them directly, I could refer them to persons and agencies that were equipped and qualified to do so. We were there to tell them where and to whom to go. Most important, our presence showed them that we were a beginning and a new program which would attempt to help them".

"I feel that we have accomplished something by merely reaching a segment of the migrant population. With our help they have been made aware of some of the inequities and injustices to which they have been made to realize that these conditions should and will be changed through the mutual cooperation of the worker, the farmer and government".

"In reflecting upon my experiences, I can honestly say that just the successful results I obtained in working with these camps, along with the wonderful education I acquired, the sort which cannot be obtained in any classroom, was worth all the time, expense and frustration encountered in the program".

"Since this report is a requirement for my check, I am writing it. I doubt if it will be very helpful. First, let me say that this summer has been the most interesting one I have ever spent. I saw how a government program is set up and I also met many interesting people. Talking to farmers was especially interesting. I found that, like most groups of people, they come in all sizes and personalities. Some of them were as nice as any people you could meet. On the other hand with some of them, all you had to do was mention government and they were loading their shot guns. For this reason, the recruiting of the health aide was particularly distasteful to me".

"I would like to say that our program is still in its rough stages. Another year will be needed to refine it still further. This summer many capable, intelligent people were hired. They had ideas. New ideas are the only thing that can refine a program like ours. Everyone in the program should keep an open mind. There is no sure fire way of doing anything. Improvement is always needed. This is why our program should remain flexible and subject to change at any time. If everyone takes a nice liberal attitude, sooner or later we will have a refined, smooth running program that will benefit the migrant in many respects".

"Camp visits and evaluations were very enlightening. I found crew leaders to be a very necessary evil if we were to accomplish anything in the camps. The laborers look to the crew leaders and listen to him, and without his approval, nothing happens regardless of how much talking back and forth takes place. Crew leaders themselves are in a vulnerable position and seem to be almost afraid not to cooperate. Maybe their fear could better be defined as guilt feelings, but crew leaders know that their exploitation of their laborers is no secret and that this must soon come to an end. Crew leaders seem to have no expressable reason when asked why they choose some very undesirable people to travel and work in their crew. Nevertheless, if through him we can reach the people who will most benefit from our help, we should *USE him*".

"I fully understand the ambivalent feelings that exist about crew leaders, Cooperative Extension Workers, farmers and others, but I fail to be able to appreciate this feeling. I feel that all should be known and understood whenever possible, and then accepted and used with whatever contribution they have to make".

"I do not mean to imply that I think there is any one party or agency who is "right" or "wrong" in the migrant problem. There are obvious ways in which the crew leader could accept, and perhaps be made to accept more responsibility for the behavior and conduct of his crew. It is also very plain that many of the farmers themselves have broken the law time and time again and nothing has been done about it. Some of the agencies involved render only lip service or meager service when they could and should do more. There is need for greater understanding and cooperation between all persons and agencies".

There is definitely a place for home economists in programs for migrants and her services could be helpful in the amelioration of many of the migrant problems. Poor housekeeping, nutrition, meal planning and preparation, cleanliness, child care, housing and home improvement are a few of the problems on which she could work either individually or in groups. This work and help could also be extended to professionals and agencies who are also concerned with the problems of migrants. She certainly could make a great contribution in the establishment of minimum standards of health and decency. Camp and home visitation and evaluation, and dry milk demonstrations are only a very minor part of the contributions that could be and need to be made. Methods of approaching migrant problems could also be a major contribution in program establishment.

Major problems among the workers appear to be: a loss of self-respect and apathy, lack of education, and in some cases, exploitation by farmers and crew leaders also contribute to the sad plight of the migrant. Often, however, when better living conditions are provided by the farmers, the migrants' own neglect and carelessness are the cause of their miserable surroundings.

The clinics and educational facilities are real necessities and none of this will be beneficial if migrants continue to live in squalid homes. To solve the problem would entail modifying the attitude of the migrant to replace dispair with hope, apathy with interest, loss of self-respect with a healthy pride and accomplishment.

The staff physically helped start the camp clean-up. There were some improvements in camp sanitation noted on camps where films and group discussions took place.

Communication between camps and the health offices definitely increased with the knowledge of how and where to call for help.

Requests for programs on the camps were made by the health aides.

At the last health aide meeting, there was real discussion by the health aides. This discussion was with both the staff and each other and was on subjects they brought up and in which they showed a real interest.

The most important accomplishment was the development of health aide participation in meetings. In a few more meetings, they would have started to plan their own program. They started to talk back to us; they felt secure to do this because they had become a group and felt support from the group.

Some staff members voiced interest in public health as a career.

Communication increased all around.

ADMINISTRATIVE EVALUATION

The Migrant Life Education Program as conceived for the summer of 1965 was far too ambitious for one summer. The program attempted to mold a thinking, acting organization for persons directed toward an objective of changing attitudes, within an eight (8) week period. The time demands for personalized direction and supervision necessary to make a high tempo short-term program of this type successful are extreme.

The demands of the eager and highly motivated staff that set out to attack problems for which there were no pat answers far overtaxed the time available to the two experienced professionals who were responsible for the program.

The young, untrammeled and searchingly intelligent minds with lack of fixed point of view and attitude toward the staid existing structure created pressure and tension for a full two-month period. While this was expected, the intensity of the tension could not have been estimated in advance.

The tensions created, the interpersonal struggles, and the varied conflicts could not be adequately resolved because the personnel responsible for the program did not have enough time to obtain resolution.

Recruitment of a more mature staff is definitely indicated. Time should be given for the recruitment of this staff and it has been suggested that a course in Migrant Life be given at the Glassboro State College in the Spring semester. This would provide orientation for potential staff members and also provide for part-time work early in the season on Saturdays. Field work during the Spring semester could then be carried out under appropriate supervision. In this way, many of the discussions relative to methods of work, administration, self-direction, and creativeness, may be held with the result that a supervisory staff will be prepared to meet younger staff members and key them into a functioning plan in a shorter period of time.

It is felt that the staff should be amplified whenever possible, by persons with Public Health experience who could mix with the seasonal staff in a ratio of approximately one Public Health worker to three other persons.

Hiring of high school students has been a debatable point. The high school students were employed to assist with transportation responsibilities but a re-adjustment was required when it was learned that the rental cars could not be driven by persons under 21 years of age. The students had already committed themselves to summer employment at the time the decision was forced to restrict their driving. They would have been unable to obtain summer employment if they had been released.

In conscience, there was an obligation to maintain the high school students and to provide them with the best possible experience for the summer. The high school students were assigned to work with the health aide assistants with the understanding that the health aide assistants would interpret the problems which they encountered to the students. The health aide assistants were also assigned the responsibility of assisting the high school students in the Spanish language. A number of these responsibilities were not adequately carried out by the health aide assistants.

Not all high school students in the program participated in the Glassboro operation. Many of them worked in other locations; in Trenton maintaining control of reports, in Woodstown in assisting the Public Health Nurses, in Bridgeton in the County Health Coordinator's Office, and the Visiting Nurses Association in Vineland. Thus, 8 of 15 high school students were employed in professional agencies. It is interesting to note that all of the high school students employed in these agencies, served conscientiously and effectively without bickering or interpersonal friction. It is felt the more creative planning by the professional staff, those with teaching and other professional experiences, would have resulted in more effective use of the high school students.

There were mixed objectives in the minds of the persons who accepted appointments to the program. "I had certain altruistic reasons for seeking such employment, but I also had another strong reason more personal in nature. As a Spanish teacher comparatively new in the field, whose background was mainly academic work taken years ago, I sought an opportunity to hear Spanish daily, particularly in the rather difficult Puerto Rican tongue".

In an intensive program of two-months duration, there is no place for conflict between the individual's personal desires and those activities which he is employed to carry out in the program design. It would be foolhardy to indicate that one would hear Puerto Rican Spanish daily. The conflict between personal ends and the activities and requirements of the program manifested in this worker's report was voiced by several others.

In the recruitment of future staff, it must be clearly specified in advance what the program is, what it is expected to do, and what is expected of the people and if they have misgivings about their personal interests and expectancies, they should not participate in the program.

It has been suggested also that former Peace Corp members could be recruited and trained to help in this undertaking.

The terminal and retrospective evaluations of the orientation period by the participating staff varied widely ranging from descriptions, such as boring, diverse and impractical, to informative and valuable.

One health aide assistant wrote: "In general, the activity of the CAP, operation 'Head Start', agricultural economy, the day care center operation, adult education, migrant health, migrant labor and the organization of the Health Department involved a boring time". He further considered that the presentation of maternal and child care, nursing services, crippled children services, dental health, and hospital care to be unnecessary and boring. He rated the films as good and several of the presentations, such as tuberculosis and venereal disease as informative and felt strongly that the presentation by the agricultural economist was fired toward the farmer's view point, but was informative from his point of view. It is interesting to note that this man's writing clearly demonstrates that he was dis-interested in everything. It is possible that a person, who was bored by this wide range of subjects, might have served more effectively in some other area of endeavor.

Another health aide assistant criticizes the length and apparent diversity of the information presented in the orientation session. There is no doubt that the effort to describe the relationship between the activities of the Economic Opportunity Program and the programs having specific activities in migrant life education may have been confusing.

Another point of view is reflected. "Orientation programs held for the staff at the beginning of the season, though interesting, were not effective training for a program such as ours. While learning about the structure of the Health Department was interesting, it was very impractical for the work we would be doing".

On the other hand, an experienced teacher discussed the orientation program without evidencing any dissatisfaction. Another report indicated: "I found this week to be not only informative but valuable in many other ways. I feel that the orientation program gave us all an excellent picture of the organization, physical set up and philosophy of the New Jersey State Department of Health, especially in reference to the Migrant Life Education Program. The visual aids, supportive material, including films and fine charts helped to clarify our place as health aide assistants. The formal presentations with the background of the previous night's supplementary readings stimulated many lively discussions. Through the various training sessions, we had the opportunity to communicate freely, frequently and regularly with the staff and other health aides. Particularly stressed by most speakers was the importance of gaining the cooperation of the farmer and the confidence of the migrant. This week has impressed upon me the necessity of building upon the good points of the migrants culture rather than trying to change them completely. This week has further proven to be a valuable experience in team participation".

Basic suggestions for improving the orientation sessions include the following:

"The Staff should have been acquainted with the probelms they would face and means of gaining information and aid when problems arose. They should have given an explanation of just what health problems to look for. Perhaps a brief indoctrination into health education would have been helpful".

"Although there has been little need of it this summer, a brief course in simple first aid could have proven helpful to all members of the staff".

"It would be advisable for all of the staff to have copies of all Statutes applying to migrant labor and housing. They must have some guideline in meeting the many questions which arise in the areas of labor and housing".

"The specific health education problems to be dealt with should be discussed in depth during orientation. The methods of arousing interest in health problems and ways of getting the concepts across should be thoroughly discussed. Definite statements on the limits of authority must be made. Professionals must give the staff a clear picture of just what they are to look for and how to handle any possible situation".

"Preliminary instructions in the recognition of common diseases are highly desirable".

It was suggested as necessary that the personnel see a farm, a farmer, a camp and a migrant worker before they are faced with the responsibility of making an initial contact with a farmer and recruiting a health aide. It was also suggested that time be devoted to defining the respective job of each person and that the overall goal be clearly presented during the orientation period. It was suggested that during the period of orientation, the health aide assistants and health aides be brought together and instructed in the functions that they will perform together.

In future planning, it seems that an orientation for this type of staff must be concise and provide practical field experience to develop an attitude of constructive service. The suggestions made by the staff deserve serious consideration and a careful trial.

The formal orientation period was for six days. It was patterned after that given to new professionals in the field of public health. It was not appropriate for the group. Twelve members were college graduates and five were past their sophomore year in college; however, none had worked for a health agency before and had no special preparation or a knowledge of public health. They said that they needed more specific information and precise plans to follow.

While time saving, it is a grave mistake to include these different levels of experience, skill and comprehension in a detailed orientation. An intensive orientation schedule is required for the supervisory personnel who will be called upon to bear the intensive burden of the summer program. They are the decision makers in the field operation and if they are to function well, they must know what is expected of them and why. If they have a difference of opinion as to objectives and methods, it is better to face the differences at the point of initial orientation than later. Essentially, if in a three day orientation session they do not give evidence of understanding the program and indicating an acceptance of methodology, they should quit or be fired.

The field staff, below supervisory level including college students and high school students, require a separate day of orientation which for the most part, involves spelling out details and standard operating procedure. It is utterly useless to ask many students, who have just completed classes, to read background material. Termination interviews with graduate and college level students indicate that reference materials put in their hands were unread at the summer's end.

In the course of an orientation program, it is most disquieting when arrangements have been made for officials of cooperating departments to explain their place on the team to have them fail to appear. It is equally disconcerting when instructions regarding agenda and points desired for the briefing have been explained in advance and facetious remarks such as, "I really don't know what I'm to talk about", comes trembling out. These statements and inflections of attitudes are more readily and effectively communicated than are the hard basic facts with which one has to live.

Much has been said by consultants and others that the orientation program involved poor use of time. However, there were repeated instances where there is clear evidence of lack of attention to orientation and unwillingness to accept the inter-relationships defined. The rejection of the content of the formal orientation period by personnel while in the field and the supervisor's lack of comprehension of the various processes set up to help the health aide assistants was due to the need for more simple, direct and specific orientation.

In the final evaluation, the prime emphasis in orientation should apply to the field supervisory staff. The field personnel should have the benefit of a crisp orientation managed by their immediate supervisors. It should be practical and shocking but make the point concisely. In New Jersey, supervisor's orientation should be conducted in April and May on a part time basis so that all bugs are out of the system before June. This means that there is need for program approval by March of any future year so that recruitment and scheduling can be completed.

EVALUATION OF STAFF MEETINGS

Some participants made reference to the fact that the staff meetings were characterized by lack of structure. This expression is hard to understand. It is true that there were no formal printed agendas and no rigid adherence to time schedules, but in general, there were goals to be achieved, and a body of information to be transmitted at each staff meeting. The manner in which this was accomplished would not coincide with a formal classroom lecture that may have been expected from some.

Another point raised was that while the staff was assembled, questions were asked, suggestions were made, and requests were presented, many times there was no response. This is interesting because frequently the length of the staff meeting and the need for repetition, and the apparent lack of structure depended upon immediate response to questions and problems. While the responses to some suggestions may have been negative, a reason was presented in most all instances for the negative response.

One staff meeting in particular stood out due to a variety of differences of opinion. In one instance, it can be stated that "at the staff meeting at the Bridgeton Health Department, we all became very much aware that we were getting chewed out for instances that were not the faults of our staff. The meeting was supposedly held to promote cooperation between us and their Department, but between the lines we could feel an undercurrent of accusation. It appears that many of the agencies resent our intrusion into their areas of work. To them it is essential that we cooperate with their department, but when you point out their animosity and lack of cooperation with us, they say: 'Well, some of our staff may be that way but they are only human'. We are beginning to see that the other agencies consider us unnecessary intruders rather than helpers."

A more mature observation reads: "The entire migrant staff went to Bridgeton for a meeting with Doctor Doherty and Mrs. Kauffman. Although there was a feeling among the staff that things were not promising in respect to rapport with this agency, I definitely feel that understanding and cooperation between that staff and ours is much more possible now".

Several of the staff workers commented upon individual staff meetings by stating that they felt the staff meetings really developed solid and helpful ideas in terms of their function as workers, and their relationships with the migrant workers. In one staff meeting, the issue of referrals and a service agency's attitude was brought to the point of confrontation. There is no doubt that the orientation session inspired a motivation to assist the migrant, and that there was clear acceptance of the idea that the migrant worker was deprived. In effect, this acceptance and motivation stimulated extremely sensitive attitudes and reactions. There was a feeling that many migrants with physical problems had been overlooked or were treated in a callous manner.

The case in point which triggered the confrontation dealt with a resident seasonal worker who had been injured in the spring, had been offered medical and rehabilitation services and had rejected them. When discovered in the migrant camp, the patient presented his problem in such a way that the staff member felt that the patient had been overlooked and neglected by the nursing agency and others in the community who rendered service. It was necessary that the facts of this case be brought to light in joint discussion and as an outcome, the rehabilitation counselor on the staff was assigned to work with this man to a point where he accepted rehabilitation services. The staff member involved was requested to follow through with the rehabilitation counselor on each visit so that he might personally view the difficulties which must be overcome to persuade some persons to accept services on their own behalf. At the present time after four visits and much persuasion, he has accepted medical and rehabilitation services.

The experiences of these staff meetings and subsequent actions in the field provided a great deal of understanding concerning the direct approach to migrants and their reaction to it.

One of the more experienced teachers summarized an attitude. "I believe that when a fine group of young people is recruited, more consideration must be shown for their excellent capacities for good judgment and creative thinking. There needs to be a very flexible structure with less concern about form, procedure and meetings, and more concern with the development of an environment in which the staff members can effectively use their maximum potential".

This is excellent advice for people who are involved in working with young and agressive groups. The fine point of balance between restrictiveness and permissiveness is hard to achieve and must be constantly studied by the administrative echelon.

EVALUATION OF RECRUITMENT OF HEALTH AIDES

The selection of farms for the recruitment of health aides was a very hectic operation. It was frustrating to the supervisory staff, and became more frustrating to the field staff, who impatiently desired to make contact with farms and farmers. The staff responded to this frustration by specifying very clearly: "I strongly recommend winter and spring promotion work with the farmers, especially through their organizations. Their good will and cooperation are absolutely essential in early and sound recruitment of the health aides".

There is agreement that an available list of farms is a necessity in the early summer and by like fashion, the peak of employment and harvest at each farm should be known.

It will be better to concentrate on camps that serve large family groups rather than the camps that are provided labor from the Glassboro Service Association.

A great deal was accomplished in the development of relationships between the health aide assistants and the farmers. "My first personal contact with the farmer came in the promotion of the health aide program. I had personal interviews with several farmers and in general, they were willing to spend a few minutes discussing the program usually during the lunch hour. I consider this method of promotion to be essential to the life expectancy of the entire program. It should be pointed out that one should exercise discretion in arranging these interviews at a time when the farmer is receptive and willing to talk. The interview should take place before the picking season begins. In many cases the farmer was able to refer me to workers whom he felt were of reputable character, a considerable advantage when it comes to recruiting the health aide. There were other farmers who were absolutely unwilling to discuss the program and their attitudes were revealed beforehand by speaking with them on the telephone".

Another staff member reported upon his experience: "My first experience was no doubt educational to me in that it was not successful. It put a small hole in my balloon of enthusiasm. I was informed that the laborers the farmer employed could not and would not know how to be of any help to themselves or anyone else. The farmer also felt that he could handle all of his problems. He complained that his taxes were too high, and that he was helping to pay my salary; so that the best thing for the state to do was to lower his taxes and he, a hard working farmer, would handle his farm problems".

Other points of view concerning the recruitment of the health aide were voiced by the staff: "I cannot help but question how sound a footing we have in regard to the health aide. I believe in many cases a busy unconvinced farmer gave hasty and perhaps grudging consent to have one of his workers cooperate in the program. We need his hearty support and his careful considered judgment in selecting the health aide. There are indications that in some camps we certainly did not get the best the camp had to offer".

Another report reads: "As far as the program itself is concerned, I fail to see how we can instruct the migrants in health problems unless we have the right type of health aide. I believe that the average migrant knows about basics of cleanliness, etc. He must be reminded and motivated. How he can be jolted out of his lethargy by an apathetic health aide is beyond me. A good health aide must be respected by the other migrants on the farms. This sort of person could not be found".

Another comment on recruitment. "In our particular situation, the farmer, the entrepreneur, represents free enterprise. There is no doubt that some of them are unfeeling, unfair and uncooperative; but, I believe that there would be less of this attitude if farmers in their organizations had been wooed months ago with the help of the people like County Extension Agents".

Another health aide assistant indicates a point to be considered in the hiring of health aides in any subsequent year. "The person who is chosen must be able to spare some time during the working day to perform the duties of a health aide. It would seem that the most effective workers in the camp are those who are most constantly employed. Thus, the best and most important worker often is unable to get away from his regular job to perform the duties of a health aide. An example of this point is found in the situation where a farmer suggested that his crew leader, Mr. C, attempt to locate and secure a health aide. After a week, a return visit indicated that Mr. C was unable to secure a health aide because he himself had been too busy and that none of the other members of the camp truly wanted to participate".

This health aide assistant apparently overlooked the fact that the health aides were to work in their own free time when their services were not wanted by the farmer. It was anticipated that the health aide might be able to work 7 to 14 hours per week, but that he would have little time at the peak of the harvest. The health aide assistant also draws an assumption that because a man is a good field worker, he will be a good health aide. This was not and is not always so.

In conclusion, the experiences of the staff and health aide assistants in selecting farms, dealing with farmers, and recruiting health aides contain many valuable lessons for another summer. Observations tend to indicate that health aides fell into these categories: those who were interested and agressive; those who were reluctant, and those who were indifferent.

EVALUATION OF THE HEALTH AIDE MEETINGS

The evaluation of the health aide meetings again demonstrates a range in points of view concerning their preparation and their effectiveness. In general, however, all of the health aide assistants and most of the other participants in the various facets of the health aide meetings concur that these meetings were most interesting and effective. In fact, they seem to rank second in the accomplishments of this program this summer. The first accomplishment being the education and insight into the problems of the migrant worker gained by the staff itself.

One of the health aide assistants commented about the health aide meeting: "The health aide meeting was a complete and pleasant surprise, a success. I was honestly expecting a mad tea party because of the nature of the meeting held earlier in the day which planned its agenda. The meeting was a ridiculous and redundant affair which left me confused and angry at such planned chaos. However, the evening proved that it, like democracy nebulously planned, worked". He observed further that the preparation for health aide meeting on Thursday, July 19 was redundant and a long affair. It is entirely possible that the health aide assistant did not quite understand the dynamics of the process of both preparations in which the individuals concerned gradually worked out the details of the meetings which went so well and was so successful. It is possible that he does not recognize that the dynamics of the democratic process that each member of the group which must be heard and respected and that agreement results from effective debate and compromise.

Another health aide assistant reporting on the same type of preparation points out that after considerable lively discussion, a number of points were clarified for the evening meeting.

In contrast to this type of observation, there follows comments on the nature of the meetings themselves. "The idea of having the meeting at a farm seemed quite ludicrous especially when I think of my five health aides in good clothes sitting on a splintery but quaint peach basket trying to discuss the program and fill out forms while being devoured by carnivorous mosquitoes."

"Most of the health aides were transported to the farm. The general tone of the meeting was warm and communication developed quite well. After welcoming remarks and presentation of general information, the health aide assistants formed small groups with their aides for the purpose of discussing duties in more detail. As I circulated from group to group, I was pleased by the obvious success the health aide assistants were having."

A health aide assistant reported that the meeting of the health aides for purposes of teaching the use of the telephone and giving necessary help in communication by telephone with health and welfare services "apparently went well, was well planned and well run. It is quite apparent that the majority of health aides already know how to use the telephone." However, this meeting and subsequent experience, failed to reveal evidence that the health aides were completely aware of the details of communication regarding health problems. This is one area of training that requires repetition with each group.

The meeting with the health aides on sanitation apparently went quite well. "There was considerable discussion among the Puerto Ricans concerning sanitary conditions on the farm. The men were impressed by the film on sanitation and requested that it be shown again in their respective camps." The discussion that the film elicited was valuable in bringing out some of the conditions in the camp and learning how the workers felt about them. This film and this discussion should be continued as part of the training. The same health aide assistant having shown the film on sanitation on farms, reported that while "the workers on the farms enjoyed the film, nevertheless, there is little discussion of the facts elicited." The points out that the significance of the film as a source of discussion and his role in the discussion was not clearly understood by the health aide assistant.

The training session on the use of the telephone revealed the need to instruct the migrants in the manner in which they may relate information given him by fellow workers without alienating them. In this situation, the medical social worker from Puerto Rico and the National Travelers Aid were very helpful.

"In the health aide meeting, Mr C, the social worker form Puerto Rico, apparently made contact with the workers most effectively. He indicated to them how they should deal with their fellow workers and how they might deal with professionals. He feels that this is extremely important to the success of the present program." This observation is most important since Mr. C is a medical social worker of long experience.

Another health aide assistant reported "I listened only to the discussion that Mr. C led, and will say that it was handled extremely well and was very effective. Mr. C was able to get the aides to participate actively in the discussion by putting them in interpersonal situations to see how they would react. The discussion was handled so well that it made them see their own mistakes without Mr. C pointing them out directly. I can only say that those of us who watched were extremely impressed with Mr. C's method and with his results. It would be of great value to have him back for another meeting or for some instruction on handling group discussions in the future."

This comment revealed the need felt by the staff for personnel confidently trained in this type of effective communication. It is extremely difficult to expect college and high school students to assume and discharge this nature of sophisticated group leadership. However, the fact that one observer among them made such a recommendation indicates a clear insight.

The group did need a series of meetings on group processes, group responsibility and individual responsibility for group success, group discipline, and leadership not domination. These meetings would have been a valuable contribution to the orientation, and could have involved the experienced health and education staff. This would have improved the use of professional resources and obviated an attitude which squashed efforts to develop the abilities of the inexperienced staff in leading group discussions.

Field visits to health aides between their weekly office meetings was the topic of discussion at one staff meeting, with the objective of the establishment of rapport to be a "first". Staff members differed in their ability to understand the reason for this, and some apparently had no comprehension of how or why they would go to a camp to converse about any subject in which the health aide was interested. After one session on this subject with staff, one assistant took issue with the project director and asked in an aggressive manner "specifically what service do we have to offer them". When he was given examples of films and speakers on specific health subjects, this seemed to be a new idea to him, in spite of daily film reviews and discussions by consultants from the venereal disease, tuberculosis, nursing service, and dental health services during orientation at Trenton.

The termination of the health aide meetings appeared to be a mistake, program wise. It cut down an established method of communication that was just on the verge of becoming effective.

In one of the reports prepared by the health aide assistant, at the end of the season there is a quotation: "I believe that the health aide meetings were quite worthwhile in terms of beneficial effects. Perhaps it would be somewhat more practical to have one a week for the first two or three weeks and then one every two weeks for the rest of the season. To eliminate them completely would sever a good medium of communication with the people."

EVALUATION OF CONSULTANT PERSONNEL

Certain personnel were employed for the purpose of providing extra skill in education and depth of understanding concerning the various problems anticipated in the migrant labor camp. These personnel were classed as consultants. The persons who were selected comprised a teacher of physical education, who was assigned the responsibility for recreational activities; a home economist who was assigned to work on problems faced by the migrants in their home, an art instructor who was assigned to prepare show cards related to various types of health problems found in camps, and a rehabilitation counselor.

Two teachers with experience in secondary school education were employed to assist the director and act as supervisors of the health aide assistants and teams of health aides. While the relationship of the consultant and supervisory personnel was defined and redefined and the necessity to relate to the director repeatedly stressed, there was an apparent lack of administrative understanding and professional balance to effectuate the relationship. Creativity and response to situations did not emerge as an earmark of this administrative arrangement.

The basic purpose of consultants was to assist the individual health aide assistants in their work. First, by explaining and demonstrating the basic elements of their skill to the health aide assistant. Secondly, to work with the health aide assistant in the field by responding to his call for help in relationship to problems observed in the course of his visit.

It was planned that the supervisor would visit the health aide assistants in the field as a vital part of the orientation and training.

A format for the reporting of visits was given. This format required a before and after field visit conference between the teacher and the health aide assistant. The format was never followed.

In the early phase of the program, it was specified that the health aide assistant would have direct contact with the labor camp and that they were free to call upon the various consultants for discussion and guidance.

It has been held that the consultants were prevented from going into the camps. This does not make sense, because the consultants had no previous experience with migrant camps and the only way that they could gain insight into migrant camp situations was by participating in the activity of the camp.

This interpretation of their role was sadly misunderstood. The fact that there was a misunderstanding of the role is found in one of the reports.

"Our program was late in starting because of the directive that the consultants were to work only through the health aide assistants, and because the consultants were not allowed into the field for several weeks in the beginning of the program." The health aide assistant who made this statement was not in full possession of all facts. Consultants were requested to work in the field recruiting health aides during the first week of July. Two did not go, one requested leave for several days, another misunderstood the assignment and a third attempted recruitment activity, was met with hostility and did not participate again.

Misunderstandings and misinterpretations of instructions about consultants' field activity did exist, and resulted in an apparent restriction of activity and reduced effectiveness.

Throughout the summer, there was repeated emphasis by consultants that they were employed to shape their own program rather than participate in a coordinated effort.

The statement which reads, "the program which was my own invention was long getting into practice, but with persistent effort I was able to gain approval and permission to begin the program" must be evaluated in light of the fact that much of the work that was assigned to the person for this activity was not fully completed, and that some of the work done did not show full appreciation of the effort required.

The assignment of each consultant to a team working in the camps for a full week created a relationship between the consultants and the health aide assistants in which they were able to discuss the problems of the camps and mutually seek solutions.

"In the last four weeks, however, the consultants working with the health aide assistants managed to accomplish many of their aims in a very brief period. Although this work can by no means salvage the program, it has done a great deal to redeem it. The idea of rotating consultants is quite good; however, recreation cannot be over-stressed. Different types of recreation can be effective in developing rapport in just helping the migrants get their minds off their work. It also keeps them in a frame of mind that makes them receptive to any health and sanitation ideas that might be proposed. Recreation keeps lethargy down to a minimum."

"I believe that more physical education consultants should be hired. One man cannot cover as many camps as we attempted to cover this year. We can try, but it's quite difficult; if not impossible."

When permitted to work with the health aide assistants on a permissive basis in the camps, the consultants were able to muster their resources and involve the health aide assistants, the health aides, and the people in the camp in an effective program.

The plan to change the functioning of the staff which occurred in the first part of August permitted a team of workers to visit a farm each evening in company with a consultant. On some occasions, this meant that at least seven paid staff participated in each one of the camp visits. Since the camp visits were held on the average of one a night, it is felt that this method of operation is wasteful of professional time. In the process of this activity, it became apparent that the health aide assistants did not feel secure in their work. When released from close attention to planned program and permitted to use their own creativity, the health aide assistants did not appear to have the force necessary to persuade or bring about change by example. Lack of observation of critical factors for one and a half weeks by several groups, and lack of drive to carry out suggestive remedies in difficult situations, were also observed. A more directive approach to management of health aide assistants is indicated.

EVALUATION OF WORKING RELATIONSHIP BETWEEN HEALTH AIDE ASSISTANTS AND HEALTH AIDES

Heretofore, in all migrant health and other activity, there has been very little day-to-day communication between persons in government or in the social services who could effect the lives of the migrant workers. The Migrant Health Program has been able to maintain only transient contact with the population of the migrant camp. The public health nurse has had difficulty in maintaining day-to-day communication with the workers in the camp. It was felt that an immediate communication link could be established between the migrants and external services which could assist them in meeting their problems by employing a college student who could make the rounds of six camps in any one day.

It was anticipated that the health aide assistant, having a background of collegiate education and orientation in the problems of the migrant laborer, and the objectives of the Migrant Life Education Program would establish an effective communication link with the health aide in the camp and through the health aide with the population of the camp itself.

The health aide assistant was planned to function as a direct liaison between six health aides in the camps and the top echelon of the program, and as an agent to call into action the necessary services to meet the many needs of the migrants. The health aide assistant was also planned to be an instructor, not only of the health aides but camp members as well. It was anticipated that if he saw a problem he would act. The program was conceived with the intention of testing whether or not a system could be devised by which a small staff of collegiate level personnel would maintain effective contact with nearly 12-15,000 migrant workers in the various camps throughout the three Counties of Gloucester, Salem and Cumberland.

The health aide was planned to function as an intimate and knowledgeable link with all of the camp members. In the camp he was intended to be in communication with his fellow camp mates, and thus be able to immediately alert the health aide assistant in the event of difficulty. With the health aide as an intermediary, the health aide assistant could maintain effective contact with six camps.

The observations of the health aide assistants become important in understanding the exact nature of the relationships with the health aides. First, "In speaking with the Puerto Rican workers in my attempts to recruit health aides and in my daily visits to camps, I found my ability to speak Spanish absolutely essential in communicating with the workers. Since my own fluency in Spanish is not perfect, I cannot understand how anyone with a superficial knowledge of the language can communicate with these workers. I might suggest that an ability to communicate adequately in Spanish is a necessary qualification of any person seeking employment in this program".

Another health aide assistant wrote: "I have observed that there is need for at least 2 bi-lingual people to be present at every migrant farm clinic, to participate in the initial registration of personnel, to interpret the health tests to be given, and to eliminate the confusion in the improper recording of addresses and workers names".

One health aide assistant indicated that "one of the problems we are running into is the inability of the aides to initiate action in their own camps. This is a crucial issue in the program, if the aides cannot initiate action, then only half the job is being done".

It is necessary that the staff be able to provide the health aide with instruction and guidance in dealing with the other members of the camp, and that the staff develop ways of motivating the camp community.

Another health aide assistant commented: "It is not enough to teach the health aides at the meetings and then leave them to their own resources. We have to do more to guide and direct their efforts toward some actual camp improvement. The points of guidance, direction and assistance should be covered in orientation and re-emphasized during in-service education".

A health aide assistant reported that: "The most important result of the camp visits and associations with the health aides has been in making the workers aware of the interest of the state in their problems and in providing a communication link between the workers and the Health Department".

Communication between the health aide assistants and the health aides was effective. In one instance, the health aide assistant had reported that one of the migrant workers refused to sign an application form associated with his job as a migrant aide because he was afraid the Internal Revenue Bureau was looking for him because of nonpayment of taxes. This problem was referred to social service workers, who communicated with the Internal Revenue Service in an attempt to determine whether or not the migrant had a problem or not. On the strength of this interest, the migrant signed papers which were necessary for his employment and also took the first step at resolving his problem by writing to the Internal Revenue Service.

An interesting observation concerning communication between the Migrant Life Education personnel and the health aides in the camp is contained in the notation by Mr. R who had just visited the A camp. He had asked the workers there to clean up the garbage. He requested the health aide assistant to stress to the health aide and the workers the point of keeping the place clean. The inter-relationship of the sanitary inspectors of the Migrant Labor Bureau and the health aides of the Migrant Life Education Program is clearly indicated in this interchange.

In commenting upon the communication between the health aide and the health aide assistant, one of the Spanish speaking teachers recorded: "I feel that we are waiting for them to express a need for each facet of health education. This is futile indeed; it should be part of the program to make them aware of their needs. Having a key person in each camp is an essential part of the system. However, in my opinion, we are expecting too much of these people".

If a woman with several children finds a small migrant cabin hard to live in and says so, if she finds the cost of food higher than expected and higher than she can pay for with her wages and says so, if she would prefer to live without flies and rats, but is unable to find ways to keep them out of the cabin and says so, then waiting for her "to express a need" for each facet of health education is not futile. This is what is meant by expressing a need.

An attempt was made to teach the health aide assistants to make contact with the health aide and the rest of the camp so that they would discuss the foregoing issues with us. Anyone who knows the conference method of teaching, knows how to turn a conversation to bring about a discussion of such issues. It takes patient waiting sometimes until the migrant can say what he has been thinking.

This understanding is very important since much of the teaching of migrants has to be done by the discussion conference. It should be assured that those who are to help the health aides are familiar with the way to conduct an individual interview for teaching purposes without domination.

Another health aide assistant pointed out clearly that there is need for authority. He pointed out: "Our boss has given me the authority to speak to the farmer personally about camp conditions. He pointed out the horrible conditions of T-49. He said I should speak to Mr. T about the famous puddle in the midst of the camp which is a health hazard. I must also take steps to clean up the broken glass and the litter around the camp, even if I have to do it myself. This is nice to know but it is too late".

The health aide idea used throughout the country is based on the premise that very often a person will relate, and discuss and learn from someone in their economic, social, ethnic and cultural group more readily than from a highly trained professional.

The health aide concept in the camp is important because if the migrant is to advance, he must advance because he knows how to advance. If the migrant is to organize, he must organize because he knows how to organize. He cannot be taught either of these functions in one visit, one night or one week. His progress must be worked out through leadership which is developed within the camp itself by the painful, constant repetitive instruction of the principal people within the camp.

There is need to be sure that the assistants to the health aides and all who go on the farm speak to the farmers as politely as possible. One of the health aide assistants indicated that on one of the farms, he was asked to leave, and the farmer said he would include all State personnel next year. This is unfortunate and care must be taken to avoid such reactions which will greatly lessen the future recruitment of health aides.

As part of next year's program, simple tests for literacy must be devised and plans made to test for literacy all members of any migrant camp assigned to health aide assistants.

EVALUATION OF TRANSPORTATION

Adequate arrangements for transportation of the staff must be effected before the beginning of the program. The function of transporting migrants for services provides an unusual opportunity for close communication between a migrant with a problem and the staff worker. Under such circumstances, rapport with the migrant is developed readily, and the migrant communicates more easily and freely; thus, a better insight into migrant culture and circumstances of living can be developed.

If it is impossible to obtain State vehicles for the young personnel working in the program, then it is essential that the rental cars be re-assigned to other State personnel to release State vehicles during the summer months.

EVALUATION OF PUBLIC INFORMATION

Dissemination of information to press, radio and television was sparse during the past year because of lack of personnel and time to prepare. Those press releases which did emanate from the program were primarily the result of the interested reports from the Trenton Times and the Philadelphia Bulletin who sought information about the activities.

EVALUATION OF FARM COMMUNICATION

The mailing of individually typed letters to all farmers, who were employing health aides in their camps, was one substantial undertaking. The preparation of the letter announcing the emergency answering service and the services of the Migrant Opportunity Program was so long delayed that it proved to be fruitless when it was mailed in the middle of July.

RECOMMENDATIONS

It is recommended that:

1. A revised Migrant Life Education program be conducted in the summer of 1966 by the Migrant Opportunity Program with the assistance of the Departments of Health and Education.

   This program is proposed to consist of the following parts:

   A. Migrant Life Education staff training to be conducted at Glassboro State College.

   B. Migrant Life Education research to consist of two controlled studies to be carried out by a Puerto Rican team and an Anglo team.

   C. Migrant Life Education recreation to consist of two parts - athletic and cultural.

   D. Migrant Life Education camps to be a directive program built upon the 1965 experience.

   E. Migrant Life Education administrative.

   F. Migrant Life Education Farm Bureau consisting of a contract with the Farm Bureau for services of a home economist and sanitarian to study problems for their point of view.

2. A mature bi-lingual, bi-cultural staff be recruited and trained which shall include experienced public health personnel in a ratio of one to three other staff. Part of this staff should be recruited in the spring and the remainder drawn from college students local to the counties in which the program operates.

3. Consultant personnel in home economics, physical education and recreation be employed to assist the migrant aides in the field; that it be clearly understood that they are not to be involved in personal projects.

4. Migrant aides be selected by the Migrant Life Education professional staff in consultation with the farmer, crew leader and camp population from stable families; that have a history of two or more seasons of farm occupation in New Jersey. Selection of migrant aides having a history of serving satisfactorily in New Jersey in 1965 or in Florida is also recommended.

5. The migrant aide be employed full time for the summer to avoid conflicts with farmers' work schedules, farmers' time, and be responsible to the farmer and the migrant aide assistant for performance of duties assigned.

6. The staff include an experienced, capable administrative assistant to handle reports, requisitions, personnel and administrative routine. Adequate press relations personnel be assigned to the staff.

7. The group process for training, orientation and development of migrant aides be continued as an effective tool. Orientation of summer staff be short, i.e., task oriented and provided with field demonstrations.

8. No high school students be involved in Migrant Life Education.

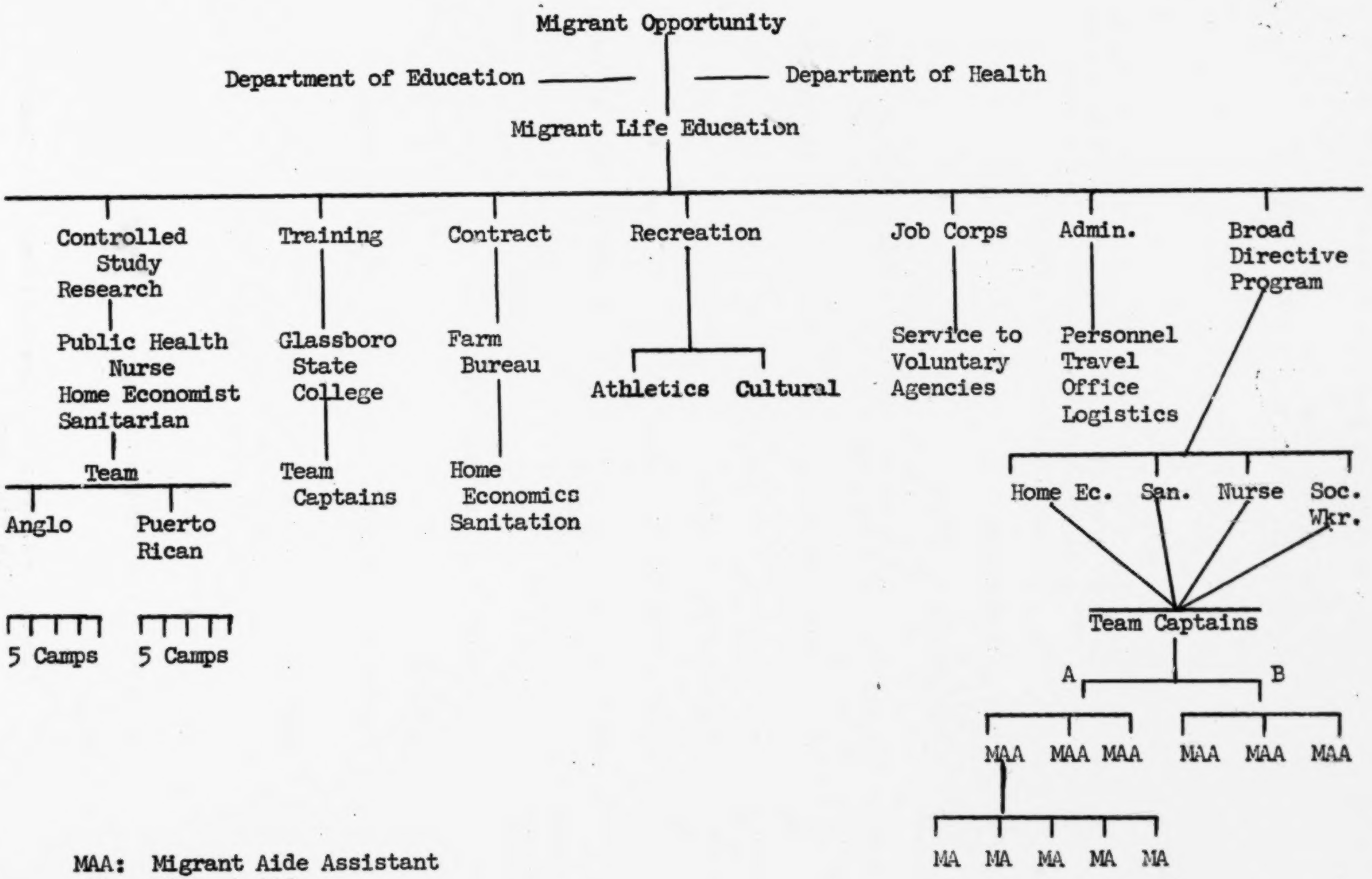
9. The Office of Economic Opportunity contract with the Red Cross or CAP to develop and operate motor corps for transportation needs of agricultural workers.

10. A Migrant Life Education Program (not Public Relations) be prepared and carried out in the general community of Cumberland, Gloucester and Salem Counties to involve farmers, physicians, nurses, teachers, social workers, lawyers, engineers and other professionals in the community.

11. Broader official and voluntary agency involvement be obtained in Migrant Life Education, specifically Boards of Chosen Freeholders, Boards of County Welfare, county and municipal governments, social and service organizations.

12. The Office of Economic Opportunity recruit from Youth Corps; train and place in service agencies personnel who have demonstrated service and leadership qualities to participate in the varied service functions required by migrant workers. This should include: nursing agencies, social service agencies, hospitals, welfare agencies, police departments, schools and courts.

13. Adequate state motor vehicles be made available to keep the staff mobile subject to common sense regulation of travel schedules.


Migrant Opportunity
Department of Education
Department of Health
Migrant Life Education
Controlled Study Research
Public Health Nurse
Home Economist
Sanitarian
Team
Anglo
Puerto Rican
5 Camps
5 Camps
Training
Glassboro State College
Team Captains
Contract
Farm Bureau
Home Economics
Sanitation
Recreation
Athletics
Cultural
Job Corps
Service to Voluntary Agencies
Admin.
Personnel
Travel
Office
Logistics
Broad Directive Program
Home Ec.
San.
Nurse
Soc. Wkr.
Team Captains
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MAA: Migrant Aide Assistant
MA: Migrant Aide

APPENDIX I

ORIENTATION
MIGRANT LIFE EDUCATION STAFF

Monday, June 21, 1965

Morning

9:00 Presiding: Dr. William J. Dougherty, Director, Division of Preventable Diseases. He is presently on loan to the State Migrant Program of the Office of Economic Opportunity.

Self introductions

Experiences to Date:
Miss Julia Kusano, COSTEP, U.C.L.A., Miss Sybil Jordan, COSTEP, Earlham College, Indiana and Miss Patricia Wilgosz, Art Teacher

Place: Labor & Industry Building, 13th floor, Room 1305

11:00 General Plan for June

Film - "The Season People"

12:00 Lunch - There is a cafeteria on the second floor of the Labor & Industry Building.

Afternoon

1:00 Discussion of the Morning Film

1:30 Reports

Reading assignments for reports on Friday afternoon:
Miss Leila Morgan

2:00 Forms which the staff will use:
Angie Massei, Marie McHale,
Bill Robertson and Rachel Klein

3:00 Break

4:00 Discussion - Announcements

4:30 Home

Place: Health-Agriculture Building, 1st floor,
Training Room B

ORIENTATION

MIGRANT LIFE EDUCATION STAFF

Tuesday, June 22, 1965

Health-Agriculture Building
First floor, Training Room B

Morning

9:00 Presiding: Miss Patricia Wilgosz, Art Teacher

References: Please sign up if you take.

10:00 Introductions of new comers:

Mrs. Florence Fiori, State Consultant,
Community Health Organization

Film - "Report on Tomorrow"

Discussion of public health: Mrs. Florence Fiori

12:00 Lunch

State Consultants:

Mr. Ralph Fisher, Director
Miss Susan Glocke - Physic Therapy
Miss Adriane Duffy - Social Work
Mr. Donald J. Werden - Graphic Arts

4:30 Home

ORIENTATION

MIGRANT LIFE EDUCATION STAFF

Wednesday, June 23, 1965

Health-Agriculture Building
First floor, Training Room B

Morning

9:00 Presiding: Miss Julia Kusano - Perusal of references

10:00 State Health Education Staff Conference

12:00 Lunch

Afternoon

1:00 Dr. Robert Zangrando, Community Action Program Office of Economic Opportunity

Dr. Charles R. Kelley, Special Assistant for Educational Affairs, Office of Economic Opportunity

Mr. Don Benson, Director, Public Relations, N. J. State Department of Health

Group discussion of yesterday

3:00 Break

3:30 Film - "Seeds of Progress"

4:00 Discussion of film

4:30 Home

ORIENTATION

MIGRANT LIFE EDUCATION STAFF

Thursday, June 24, 1965

Health-Agriculture Building
First floor, Training Room B

Morning

9:00	Presiding: Miss Sybil Jordan - Perusal of Literature
10:00	Mr. John M. Hunter, Agricultural Economist, Farm Extension Service, Rutgers University
	Discussion
12:00	Lunch

Afternoon

1:30	Mr. Charles Yersak, Chief, Bureau of Migrant Labor
	Discussion
3:00	Break
3:15	Three Discussions: Films on sanitation - "Keep Clean - Stay Well" "A Healthier Place to Live" "Safe Food"
3:30	Discussion
4:30	Home

ORIENTATION

MIGRANT LIFE EDUCATION STAFF

Friday, June 25, 1965

Health-Agriculture Building
First floor, Training Room B

Morning

9:00	Presiding: Mr. Bill Robertson
	Tuberculosis in the Migrant Program: Mr. Zaron Burnett
9:30	Venereal Disease in the Migrant: Mr. John Shanders
10:00	Film - "Public Health Aspects of Migrant Labor"
	Discussion
10:45	Reports on Reading Assignments
12:00	Lunch
	Group discussion on anything to date: Migrant Life Education Staff

Afternoon

1:00	Staff: Dr. William J. Dougherty and Migrant Health Staff
	Social Work and the Migrant Health Service: Miss Rose Galaida
	Nursing Work and the Migrant Health Service: Miss Madeline Uhde, R.N., State Nursing Consultant, Maternal and Child Health
3:00	Break
3:30	Discussion
4:30	Home

NEW JERSEY STATE DEPARTMENT OF HEALTH
MIGRANT HEALTH PROGRAM

Orientation Conference
June 28, 1965

Morning

9:30	Welcome	Mr. Thomas Gilbert, Coordinator Migrant Health Program, N. J. State Dept. of Health
	Presiding	William J. Dougherty, M.D. Director, Div. of Preventable Diseases, N. J. State Dept. of Health
9:50-10:10	Public Health Nursing	Madeline Uhde, R.N., P.H.N. Consultant, M.C.H., N. J. State Dept. of Health
10:10-10:30	Maternity Program	Watson E. Neiman, M.D., Coordinator M.C.H. Program
10:30-10:50	Coffee Break	
10:50-11:00	Migrant Schools and School Health	Sarah Dougherty, R.N., Supervisor Migrant Health Program, N. J. State Dept. of Health
11:10-11:30	Dental Health	William Z. Abrams, D.D.S., M.P.H. Ass't. Coordinator, Dental Health Program, N. J. State Dept. of Health
11:30-11:50	Hospital Care and Out-Patient Clinics	Mr. Thomas B. Gilbert
11:50- 1:00	Lunch	

Afternoon

1:00- 1:20	Migrant Labor and Camp Inspection	Mr. Charles Yersak, Chief Bureau of Migrant Labor, Dept. of Labor and Industry
1:20- 1:40	Health Education and Migrant Life Education	Leila Morgan, Consultant, Community Health Organization Migrant Health Program, N. J. State Dept. of Health
1:40- 2:00	Nutrition	Marian Maltese, District Consultant, Public Health Nutritionist, Central State Health District

2:00-2:20	Day Care	Mary Agnes Jennings, Consultant Day Care Project, Bureau of Childrens Services, Dept. of Education
2:20-2:40	Break	
2:40-3:00	Social Service	Rose Galaida, Consultant, Medical Social Rehabilitation, Migrant Health Program, N. J. State Dept. of Health

NEW JERSEY STATE DEPARTMENT OF HEALTH
MIGRANT HEALTH PROJECT - (S.S. Unit)

SELECTED REFERENCE LIST ON AGRICULTURAL MIGRANTS AND FAMILIES IN THE UNITED STATES AND NEW JERSEY

June 4, 1965

1. Migrant Labor Bureau Statistics 1964 on Migrant Agricultural Workers in New Jersey

    Distributed via N. J. Dept. of Labor & Industry
    (Bureau of Migrant Labor)

2. Annual Farm Labor Report 1964

    Distributed via N. J. Dept. of Labor & Industry
    (Division of Employment Security)

3. Still "Grapes of Wrath" for Migrants - by Rev. Wm. E. Scholes

    Reprinted by N. J. Dept of Health, from "Bulletin", National Tuberculosis Association

4. Health Needs of Seasonal Farm workers and Their Families

    James K. Shafer, M.D., Donald Harting, M.D. and Helen Johnston
    Reprinted by Dept. of Pediatrics, New York State University Upstate Medical Center at Syracuse

6. Eating Patterns Among Migrant Families

    By Graciela Delgado, M.P.H., C. L. Brumback, M.D., M.P.H. and Mary Brice Deaver, M.D. Reprinted by the U. S. Dept. of Health Education and Welfare, Public Health Service

7. Children and Youth of Domestic Agricultural Migrant Families

    Reprinted by U. S. Dept. of Health, Education and Welfare, Public Health Service, from "Children & Youth in the 1960's" 1960 White House Conference on Children & Youth

8. A School Health Program for Children of Seasonal Agricultural Workers

    By Sarah E. Dougherty, R.N., B.S. and Madeline Uhde, R.N., M.S. Reprinted by N. J. Dept. of Education, Division of Curriculum and Instruction, from "The Journal of School Health" February, 1965

9. Agricultural Migrant Families in New Jersey

    By Madeline Uhde, reprinted by N. J. State Department of Health, from "Nursing Outlook", March, 1964

10. "Puerto Ricans in New Jersey"

N. J. State Dept. of Health - Public Health News, August, 1962

11. Migrant Health Check List of Publications

U. S. Public Health Service, Migrant Health Branch
Division of Community Health Services

12. Map, New Jersey - 1964 Seasonal Agricultural Work Force in New Jersey and Migrant School Locations & Population 1965

N. J. State Dept. of Health, Social Service Unit, June, 1965

APPENDIX II

On August 18, 1965, Miss Madeline Uhde, R.N., Maternal and Child Health Consultant, Public Health Nurse, called and reported that seven of 14 children at the Day Care Center at the Pizzo Farm in Cumberland County were ill with diarrhea. That evening Dr. William P. Doherty, Cumberland County Health Coordinator, Mrs. Kauffman, R.N., the Director of Public Health Nurses, a staff nurse, Miss Uhde, Mrs. D'Agostino, Supervisor, Pizzo Day Care Center, and Dr. William J. Dougherty met to evaluate the problem, its source and solution.

Inquiry soon revealed that the onset of diarrhea was not acute in all cases and that when the day care center opened during the week of August 7, there were four cases of diarrhea among 16 children. It was established that the four cases had continued sporadically up to August 18. The following chart indicates the children proved to be ill on specific days:

	ILL ON SPECIFIED DATES		
	WEEK BEGINNING		
CHILD	August 7	August 16	August 18
AD	x	x	x
JB	x	x	x
WH	x		x
EP	x	x	x
RB		x	x
HW		x	x
VB			x

On Monday, August 16, R.B., who had not been ill on the preceding Friday, was observed to pass four watery stools. Mrs. Lockhart, a relative, indicated that this had started during the weekend. By Wednesday, he was ill with a rectal temperature of 101 degrees.

J.B., who had suffered gastroenteritis intermittently, had two diarrheal stools on August 15 and 16 but remained afebrile.

E.P., who had been ill in the first weeks, was ill again.

By Wednesday, August 18, the ill included H.W., E.P., J.B., R.B., A.D., W.H. and V.B.

A check upon family relationship revealed the family, who was responsible for William (ill), also cared for Judy and Ivy, who were too old for the Day Care Center, but were ill having five - six stools per day. This family also cared for G.D. who had been sporadically ill. Thus, two infants in the day care center were linked to additional illness in older children in their home. It was demonstrated that their relationship preceded admission of the infants to the day care center.

It was decided upon incomplete yet indicative evidence that some children came to the day care center ill; that return to the home environment each day counterbalanced any therapy given, and that the continued mixing of ill and well infants in the center could extend the disease.

It was decided to screen children for diarrhea each morning, and to exclude all those infants that were symptom free. They were transported with children without symptoms to the Ingraldi Farm Day Care Center. Plans were made to culture all of the infants having diarrhea, siblings, other family members and personnel in the day care center. A request was made for the physician to visit the children daily. Steps were taken to provide constant nursing service at the center. Visits were made to evaluate the home environment of each child and attempt parent teaching to the extent possible.

The implementation of these decisions resulted in hospitalization of two infants and a cessation of spread of illness. None of the well children transferred to the Ingraldi Day Care Center became ill. Several of the ill children improved under restricted food intake and diarrhea controlling medications. However, each day several of the children revealed evidence of poor feeding at home following release from the day care center. One child passed copious stools consisting of tomato skins.

Inquiry at the homes of the children revealed that the H. household was most disorganized; that the older children who could fend for themselves were surviving, but that the two infants in the household were badly neglected, were not fed, but lapped food from dishes on the floor, and were attended by the two older children.

The home economist in the Migrant Life Education Program undertook to work with the family in the household. Her report is attached.

Cultures of the stools failed to reveal evidence of salmonella, shigella or enteropathogenic E. coli infections. Four of the children were found to have helminth infestations, two with ascaris lumbricoides, one with trichuris trichuria and one with a combined ascaris trichuris infestation. These children were later given anthelmintic therapy.

A decision was made on August 19 to keep the day care center in operation on Saturday and Sunday to assure continuity of care for the ill infants. Personnel of the day care center staff volunteered to serve the day care center during the weekend. Male workers from the Bureau of Children Services and Migrant Life Opportunity Program served with the staff. Professional nurses from the State Health Department, the Cumberland County Health Department and the Camden Visiting Nurse Association provided nursing coverage and the State Police maintained a security check throughout the weekend. This effort assured continuous care for the infants and prevented the need for hospitalization.

This outbreak provided a deeper insight into problems associated with infant care than had existed before. It demonstrated that effective care outside of hospitals could control the diarrheal disease, prevent dehydration and acidosis, and reduce the need for hospital care.

The report of the home economist and VISTA volunteer, who worked with the families, follows:

Home Economist

This camp was visited for the purpose of evaluating the home of Mr. and Mrs. W.H., as requested by Dr. W.D. The request came as the result of serious illness of two of the children in this home.

The home is occupied by Mr. and Mrs. H. and four children: three girls, ages 7, 5 and 2, and one boy, age 1. The two-year old girl, G.J., is the granddaughter of Mr. and Mrs. H. and was given to them by their daughter, E.M.H., who reportedly is in Cowtown. There are conflicting reports about the father of this child---one is that his whereabouts are unknown and the other is that he and E.M. are together somewhere in Cowtown. Their exact location is unknown.

Mr. R.C. and I arrived at the camp around 12:30 P.M. and asked where the family lived. We knocked several times and finally, one of the children came and asked her mother to come to the door. Mrs. H. came to the door and invited us inside.

We entered the room and introduced ourselves and I stated my purpose in being there as simply as I could. The terrible stench was almost overwhelming. It apparently resulted from a combination of things---filthy clothing, garbage, spoiled food, alcohol, and body odor.

The multipurpose room itself defies description. What appeared to be the "kitchen" table was covered with newspaper which had foodstuff spilled and smeared all over it. On this sat all descriptions of jars and bottles, covered and uncovered, a pot of neckbones, some green and ripe tomatoes, and a dishpan of dirty dishes. The roaches and flies were innumerable and were on and in everything available.

Just underneath the table sat a small bucket of diapers that appeared to have been partially washed. They were covered with flies. The chest of drawers was covered with old bread wrappers, a whiskey bottle that roaches were running in and out of, and old filthy clothing. Around the room were old fruit baskets filled and overflowing with more filthy clothing. Filthy old clothing was also piled on the floor covering a large area.

There were two beds in the room, a single bed and a double bed. Both mattresses were filthy, but the covering on the double bed appeared dirtier than the mattresses. Mr. H. was resting on this bed.

Mrs. H. insisted that we sit and provided me with a box on which I sat. We discussed the children and she explained the relationship. She also told us that the children were not sick and had not been sick. I tried to explain the nature of the illness to her, but this did not seem to clear the matter up. Mr. H. stated he had the children checked before leaving Florida in mid-May and that the children had suffered from diarrhea at that time. He reported that their doctor asked that G.J., the granddaughter, not be given any milk.

I tried to learn what the children may have eaten before they became ill last week. The only answer was "some tomatoes" and that "someone" had given them "some cake". I tried further by asking Mrs. H. what she usually served for meals--- what foods they generally ate. She said beef stew, when she had meat, and rice. I could not get any satisfactory answer to the question. There is no refrigeration in her residence, but she may use Mr. H's cousin's refrigerator when they need it. I did not see any evidence of food to be prepared in the home. Everything in evidence looked like waste.

I questioned where they all slept. The baby, W., slept with Mr. and Mrs. H. and the other three slept in the single bed. When I asked if there was any covering for it, it was then bare, Mrs. H. said they often slept on the floor. Further questioning brought the answer that the beds have bed bugs; it is very uncomfortable.

Mr. H. said that he sprays but that it does very little good. I tried to explain that it would first be necessary to remove as much of the cause of the flies and roaches as possible for the spray to be effective.

Neither Mr. nor Mrs. H. were working because of the rain so I tried to encourage Mrs. H. to wash and at least fold some of the filthy clothing lying around everywhere. Mr. H. promised to take her into Bridgeton to the laundromat if she would get the clothes together.

I strongly urged that they both try to make some improvement there for the children's sake. Both Mr. and Mrs. H. appeared to be sobering up from having been intoxicated. Mrs. H. appeared to have been beaten very badly. Both of her eyes were swollen almost closed and red and black all around. Her eyes were also running and she kept wiping at them with her dirty dress tail, sleeve, or whatever was handy.

Both Mr. and Mrs. H. were courteous to me, but always agreed with everything I suggested with the tolerant "yes".

Based on three visits, it is my considered opinion that the four children that live with Mr. and Mrs. H. are neither housed nor cared for adequately or properly. Under the circumstances, it seems miraculous that something worse has not happened to them before now. There is no evidence of adequate feeding, proper nourishment or meal pattern, or provision of sleeping facility. Mrs. H. appears incapable, physically and mentally of caring for the children. It is obvious that they are not cared for. Mr. H. appears disinterested and places all of the blame on Mrs. H.

Help and intensive care and/or treatment is needed and recommended for the entire family but most immediately for the children.

I met with Mr. P. for the purpose of discussing the conditions of the home of Mr. and Mrs. W.H.

Mr. P. expressed concern over the situation and explained the procedure to be taken when a child must be removed from the home. In view of the problems created when two other children were taken from a mother in that same camp, Mr. P. and I tried to figure out the best way to attack the present problem.

We concluded that we would begin by discussing the problem as we saw it with Mr. H's crew leaders, Mr. T. and Mr. C. We told them that we were aware of and disturbed about the conditions existing in the camp and particularly in the H. residence. We also explained that I was to work with Mrs. H. but even after this, there was still a possibility that we might have to recommend that other provisions be made for the children. Both of the crew leaders promised us their help and support.

Mr. P. and I then discussed our next steps. He felt that he could get a complete medical evaluation of the youngest child, W., who is apparently greatly undernourished. He also agreed to talk to Mr. P., the farmer, to inform him of what we were attempting.

Mr. P. and I then went over to visit Mrs. H. so that he could see the home conditions. When we entered the house, it was in the same condition as described before. Mrs. H. was sweeping in the middle of the floor.

I told Mrs. H. that the crew leaders and I were trying to get them some better mattresses for their beds, and an additional bed so that they could have ample space for sleeping. She said she "appreciated it". I also told her that I would be back on Thursday to help her get some of the clothing to the laundromat and washed. We decided that we would begin getting ready later that evening for the change of bedding. We were to begin spraying with insecticide, but it started raining and we could not do so because the children could not stay outside.

I met Mr. S. at the day care center and we discussed the H. case with Mrs. D., who is in charge of the day care center in the afternoon and evening. Mr. S. was given the necessary information--birth dates, etc.

He and I then went to visit the H. family. We found them both in the yard washing clothing. He was carrying water to fill the tubs. She had all of the clothesline filled with washed clothing, and she had more to be hung up. I asked Mrs. H. why she did not wait for me to take her to the laundromat and she said she thought she would go ahead and wash the clothes since they were not working. Mr. H. then said: "and just wait until you see what we did to the house." We all went inside and they had made a real effort to straighten up the house inside. The kitchen table was cleared a little, most of the clothing was picked up and in general, the place looked much better. The stench was still present but not quite so strongly as before. I complimented them again and again and told them how pleased I was with their progress. When Mr. H. asked what else they should do, I suggested that they fold up the pile of old blankets and pick up some old burlap bags, etc.; they had crammed back under the single bed. I tried to explain that this was a good hiding and breeding place for the roaches and other bugs. He said he would straighten it out as we went to the car to get some boxes that I brought them to store clothes and shoes in.

While we were walking to the car, Mr. H. insisted that we look at the men's privy. We inquired concerning the trouble, but he kept insisting that we see for ourselves. Before we got there, he finally told us that they needed lime to put in the privy and it needed washing inside. I told him that I would ask about lime if he would do the other necessary cleaning job.

I explained to Mr. H. about getting better mattresses and that I would be back that evening to spray again since it had rained that night before.

Even though the H. home is not as nice as it could be, Mr. S. and I were both impressed with the progress. It was our understanding that I was to contact Mr. S. again before I left on August 31.

F.H., a VISTA volunteer, and I arrived at the P. camp around 7:45 A.M. I found Mr. C., crew leader, and he showed me the different mattresses for the H. home. Because the H's were not up and dressed, I went around the other side of the camp to discuss hair care with Mrs. S. who has two daughters.

When I returned, Mr. H. and another man were bringing the old mattresses out. I showed them where Mr. C. told me to put them for burning later. Before the "new" mattresses were brought in, we swept and sprayed the box spring and bed frames thoroughly. We also sprayed the seams in the wall, corners of the room, etc. Roaches and bugs came from everywhere by the hundreds. We worked hard, fast and furiously to kill as many as we could. As we swept the floor, we removed old bread crusts, bones, etc. We took a three drawer dresser outside to spray and roaches ran everywhere.

In the afternoon, I visited the day care center with S.J., a VISTA volunteer. I introduced her to Mr. P. During our discussion, he told me of his efforts to get a complete medical evaluation of W.H., 13 months old.

I introduced S. to Mrs. T., a crew leader's wife, because she had been cooperative.

Later we visited the H. family and introduced S. and told them that she would be visiting them in the future. I also told them about the possibility of a medical evaluation for W.

Mr. H. and S. got the baby's play pen out of the car while I went to talk to Mr. C. The play pen was given by the New Jersey Council of Churches.

The H. home was in very good condition and most of the stench was gone. They said that the Saturday cleaning had been a big help. I saw only one roach crawling up the wall. I showed it to S. who said she had never seen a roach before. I encouraged the H's to continue spraying carefully because of the children.

While talking to Mr. C., I introduced S. to him and asked that he cooperate with her as he had with me. He assured me that he would, but that he did not expect the H's improvement to last. He said he thought they were "afraid" and that was why they cooperated.

In leaving the case, I feel that Mr. and Mrs. H. have shown some improvement as far as housekeeping is concerned. We did almost nothing about child care and nutrition because there wasn't time and change is slow. I felt that the improvement came because of our sincere persistence and insistence. Continued improvement may very well depend directly on the degree of policing received by the family. It is my considered opinion that W. should be removed from the home because of his undernourished and underdeveloped conditions. When he is not in the day care center, the seven year old must care for him. She drags him from place to place by whatever limb is nearest. It is not very likely that he will be cared for properly now since there is no evidence that he ever was before. None of the children are properly cared for. The seven year old "dips snuff" and she and the five year old fight constantly. They apparently are at the mercy of the camp because the parents often leave them when they "go to the store".

VISTA Volunteer

For most of September, I made almost daily visits to the H's. I took Mrs. H. to the laundromat. I took the children for physical checkups and also their final shots. Mrs. M. from the County Health Department, and I took Mrs. H. to the Bancroft School Clinic with W., the baby, for complete psychological and physical testing.

On each of my visits, I continued my "helpful" hints and instructions to Mrs. H. on food preparation and the importance of meat for the children especially W. I also stressed the importance of cleanliness. Many times I couldn't find a single clean diaper for either of the babies. They were never bathed when I saw them. Food was always left out in the open. Flies were numerous. Everything I told Mrs. H. seemed to go in one ear and out the other. She always told me, "I 'preciate Mif Jennins", yet she never made any attempt to improve conditions. I explained to her over and over again why W. had to have meats every day. He is very, very underdeveloped. This she sees, but can't understand. None of her others were like this. She said she'd get meat, but when I'd come next, he'd be eating peanut butter sandwiches, or when I'd ask if he had any meat, she'd say he wouldn't eat it but threw it on the floor. The meat was mostly fat, or lunch meat. I told her about canned baby meat and so did Mrs. M. but she didn't buy any.

For a while, I thought they had given up getting drunk on weekends because two weeks would pass and I would detect no drunkenness; but the afternoon I took the children to the doctor, Mrs. H. was in a drunken slumber, the children were crying, hungry and very dirty. She apologized later, but it happened again soon. Mr. H. is never around to talk to, but one day when I started talking to him, Mrs. H. came over, he pointed to her and left in a hurry. She had a goose egg under her left eye from a beating the night before. She was almost proud of the black eye.

During all this time, I kept the County Health Department and the Bureau of Children's Services aware of my activities. Mr. S. arranged for the physical examinations for the three older children. He visited the camp onenight with me and talked to Mrs. H. Mr. S. told me he did not mention taking the children away then, but this was the motive behind his visit.

The hearing with the judge concerning the H. children was Wednesday, September 29. It was decided to remove the children from their parents. Mr. S. told me papers had been sent through the mail to the H's, and I tried two different times to see them and inform them about the hearing, but I was unsuccessful in my attempts. Consequently, two days later I learned the children had been taken. I talked to Mr. S. on the phone and went to the camp. Both H's were drunk, but Mr. H. cussed me up one side and down the other. He seemed to put on a big show over interference. He refused to talk to anyone from the agency about the children. He decided to sue the State under the Lindbergh Act of 1929 because the children were taken when he was in the field and he had no idea it was going to happen. He said they had no right going into his home without his permission. He was very angry and said the kids were the State's responsibility now and they could have them. He refused to talk to anyone.

Mrs. H. at this time was in no condition to walk let alone talk about her children, but when I came back the next day to take her into the agency, she wouldn't because Mr. H. wouldn't let her and she had to do what he said.

At first, they blamed me for taking the children and it was partly true because Mr. S. used a lot of evidence I brought to him. I finally got Mrs. H. into the car and drove down the street and made her answer my questions. Mr. S. gave me a list of questions on the family history for the children's record.

Mrs. H's oldest daughter, E.M.D. 16, J. and I. are not W.H's children, but those of a previous spouse in South Carolina. G.J. is half Puerto Rican. Mrs. H. knew nothing of her father. Her mother worked at farm labor for a living. L.H. has one brother and two sisters in New York. Mrs. H. finished 7th grade.

I couldn't get much information on W.H. He was born in 1924 and apparently attended college in Detroit, Michigan. I have not been able to get close enough to him to question him.

When the blow of losing the children hit home, Mrs. H. cried, she said she loved her children and did the best she could. I did feel sympathetic towards her because of living conditions in the camp, but I told her she should have thought of things like that when she drank herself senseless. At this, she just hung her head.

The last time I saw Mr. H. I brought some pictures of the kids. He looked at the pictures, gave me the oddest, saddest look and quietly walked out the door. I really felt awful then. I knew he was feeling pretty low.

My last contact with Mrs. H. was October 8 in the bean field. I picked with J.M. and her all day. Her eyes were very bloodshot, and she wasn't feeling very well. I am still trying to get her to see Mr. S. Mrs. H. wants to know how to get the children back.

The description of this outbreak of diarrheal disease in the day care center together with the description of the home conditions of several of the infants involved, and the follow-up activity of the VISTA volunteer are presented in order that the gravity of the social problems involved in some families associated with the migrant stream may be appreciated. As the study of the outbreak evolved, a person deeply experienced in public health and social problems remarked: "If we descend much lower in the degradation of human spirit, we will soon lose the light of hope." The social condition of this family came to light because the health workers involved sought out the family concerned.

The fundamental questions remaining are: how often does this kind of problem exist in our affluent society, how often do we look into the depths of misery and despair to search for the solutions. Solutions are needed not only for the young of the migrant workers, but for the workers themselves who are enslaved by lack of skill, lack of knowledge, and lack of community understanding of their personality, their past, their aspirations and their future. Families of this type require the maximum social effort that our society can afford for their rehabilitation.

APPENDIX III

INTRODUCTION

The migrant is and may remain a migrant because he lacks education, aptitude and knowledge of job opportunities. For these reasons the migrant will have difficulty in obtaining other employment when mechanization replaces him as an agricultural worker.

Non-exposure to job opportunities is the most severe of these handicapping factors. The migrant in most cases does not know what he could do or would enjoy doing as a vocation because he does not know where to look for employment and freedom from his bondage.

To combat this precarious situation, the migrant needs motivation and an occupational goal. Motivation plays a dominant role and many times determines a person's employability. An occupational goal is a pre-requisite for job placement of a person who is properly motivated.

The test for vocational interest was devised to gain information with which to evaluate the vocational desires of the unskilled seasonal agricultural worker. It is based upon the factors of motivation and occupational goal.

MEASUREMENT OF VOCATIONAL INTEREST - EXPLANATION

The Measurement of Vocational Interest is divided into five general categories: service, sales, clerical, trade and agriculture. The general categories are in turn divided into 43 specific occupations for men and 28 for women.

The Vocational Interest Test consists of 70 "Yes" or "No questions. Each question is prefaced with the clause "Would You Enjoy". The questions do not indicate any specific vocation and may be applicable to many occupations. The profile of responses may indicate the occupational goal and desire of the migrant. The test was administered on a group or an individual basis to 70 migrants. Prior to administering the test, it was necessary to establish rapport and cooperation with the group in order to receive accurate responses.

It was felt that many of the migrants would answer "Yes" to almost every question because they were ashamed to answer "No" or afraid that a negative response would jeopardize their chances for future employment. To combat this feeling, it was necessary to tell the group that the purpose of the test was to find out what they did or did not like about certain jobs and that they should answer each question truthfully so that an accurate judgment could be made of their occupational desires.

During this conversation with the group, the health aide assistants passed out the answer sheets and pencils. The examinees were asked to fill in the blank spaces at the top of the answer sheet for name, age, sex and farm address. Once rapport was established, it was necessary to explain the test and the reason for it. The dialogue would go thus: "Machines will eventually replace you as an agricultural worker. To combat the possibility of your future unemployment, programs are being planned to help you move to another job. This test will not assure that you will get the job you most desire; however, the information you give will assist in planning future job placement programs. The test consists of 70 questions. You will notice that there are two spaces for each number, one for "Yes" and one for "No". If you like to do what is read, then mark the space under "Yes"; if you do not desire to do what is read, then mark X in the space under "No". Mark only one X for each number. When the test is completed, there should be an X for each question asked. If you have any questions, do not hesitate to speak up."

During the testing period, there were usually some comical remarks from the crowd. This was good as long as it did not get out of hand. The remarks served to maintain rapport with the group. Each migrant tested was interviewed to permit a personal evaluation that could not be brought out in the group session.

SCORING THE MEASUREMENT OF VOCATIONAL INTEREST TESTS

The scoring of the Measurement of Vocational Interest Test is based on the number of positive answers to the questions. The maximum number of positive answers for any specific job category is 20. Each specific job is related to the 20 most suitable questions. For the male, there are 43 different jobs; therefore, there are 43 different scoring sheets which will measure his vocational interests. The same applies to women except that there are only 28 different specific job categories listed. A determination of the individual's major potential job interest may be made by a series of specific questions.

For each positive response in each specific job category, the individual receives a raw score of one, the maximum being 20. For each raw score, the individual receives a percentile of five, the maximum being 100. For example, should a male receive a raw score of ten for carpenter's helper, his percentile would be 50.

To measure the individual's specific job interests, a comparison is made between his score and the average score of the group.

FINDINGS OF THE MEASUREMENT OF VOCATIONAL INTERESTS TESTS

In conversations with the migrant, it was apparent that he was unaware of the number of different jobs for which he would be suitable. During each interview one of the questions asked was: "What type of job would you desire if you left the migrant stream?" Many of the responses were: "I don't know", or "I would like to work in a factory". When asked what type of factory job, the migrant would say: "I don't know". Varied interpretations may be placed on these responses. Apparently the "factory job" response was an enviable dream or a means of evading the issue.

The total of all scores reveals that the male migrant has a raw score of 14.4 or a percentile of 72.0, whereas, the female migrant has a raw score of 12.5 or a percentile of 62.5. This may illustrate that the male migrant has a greater vocational desire than the migrant female.

This score may indicate insufficient motivation on behalf of the migrant; however, it must be understood that the migrant is being scored on unknown occupational objectives. His knowledge of occupational opportunities is practically nill.

This score may also indicate a sense of insecurity, a problem which probably stems from the fact that the migrant is "rootless". He knows that his job in agriculture will come to an end with the harvest of the crops and this in a way gives him a sense of release until the next agricultural season. Instability then is a characteristic of the migrant which could definitely effect his future employment.

In the category of agriculture, the migrants tested scored lower than in all other general categories. The men had a raw score of 13 (percentile of 65.0) while the women had a raw score of 10 (percentile of 50.0). Apparently the female migrant has a great desire to get out of agricultural employment, and the men are likewise not too enthusiastic about remaining in this occupation.

A raw score of 14 (percentile 70.0) was scored by the male migrants in the category of trades. Female migrants were omitted from this category. The male migrant scored only five per cent higher in this category than he scored in the agricultural category. This may be explained on the basis that the questions relating to the trade category are equivalent to the agricultural category since they both are concerned with physical, laborious work and the migrant realizing this was reluctant to give positive responses to these questions. However, he did indicate that his desire was greater in the trade category and preferred these occupations over agricultural occupations.

The male migrant scored higher than the female migrant in the clerical category with a raw score of 15 (percentile 75.0) while the female migrant has a raw score of 13 (percentile 65.0). Further indication may reveal that the male migrant visualizes a job whereby he will be working indoors, sitting down,keeping clean and working definite hours. The female migrant showed a motivational improvement in this category as opposed to the agricultural category. Apparently both male and female migrants idolize the office type worker and have reserved hopes of becoming a member of this working class.

The male migrants again outscored the female migrants in the sales category; however, the female migrants scored higher in this category than in all others. The men had a raw score of 15 (percentile of 75.0) while the women had a raw score of 14 (percentile of 70.0). This category expresses occupational desires of talking and waiting on people, having to keep clean, having to keep dressed up and having to sell things. This occupational category may contribute to the migrant a sense of security and responsibility, and as a member of this occupational group, a sense of belonging.

In the service category, the male migrant once again illustrated that he is more job conscious than the female migrant. A raw score of 15 (percentile 75.0) was scored by the males while the females has a raw score of 13 (percentile 65.0). While these scores may seem low, it must be re-emphasized that the migrant was being tested on unknown occupations.

Another problem which needs attention is the lax attitude expressed by some of the migrants. On one farm there were as many migrants in the camp as there were in the fields working. When questioned why they were not working too, the majority said "they were sick". One man said "that he had hurt his leg at the beginning of the summer and had only worked a couple of days since arriving in New Jersey". On inspecting his leg, there was a sore about the size of a dime. He stated that he had seen a doctor on numerous occasions and that he was applying medicinal treatment to the leg. When asked if his leg were so painful that it prevented him from working, he reluctantly and shyly answered "yes". A female migrant questioned about not working, stated that she had had a nervous breakdown the day before.

Without being overly critical, these two examples illustrate a lack of desire on the part of the migrant to accept a responsible role as an agricultural worker. If responsibility cannot be expected, then it seems inconceivable to expect the migrant to accept a responsible role in the community of permanent employment.

Programs are already in effect for retraining and employing the migrant in non-agricultural occupations. The challenge is to change the attitude of the migrant to positively accept these new adventures.

SYNOPSIS

The male migrant expressed a greater interest in sales, service and clerical categories, while the female migrant expressed a greater interest in sales. Both the male and female migrant expressed negative desires of remaining in agricultural occupations.

It is imperative that definite plans should be made for counseling and employment placement in the job categories of service, sales and clerical occupations. This does not mean that the trade and agricultural job categories should be omitted, but that emphasis should be placed on the categories in which the migrant expresses major interest. It is also important to educate the migrant about his opportunities and privileges as an American citizen.

Many of these occupations require training and the assistance of Employment Service, the Manpower Development Training Program and the Rehabilitation Commissions. Both agencies have pledged their full support to our program. Immediate employment is needed for the migrant who cannot afford to wait for the service of the established agencies. A migrant with a family cannot wait two, three or six weeks for acceptance into a program. He must have employment immediately and that really is the reason for the Measurement of Vocational Interest; to discover the major vocational interest of the migrant, and to place him on that job as long as it is within his capabilities.

The migrants who come to New Jersey in the summer ought to be given an opportunity to see and understand the many different types of occupations that are open to them when properly trained. For the working men and women, this is almost as important as cultural enrichment for the children.